

THE TIMES Tomorrow Dawn chorus line Celebrities join the conservation battle of Britain After Bradford The Poplewell report on football safety: full details US or them? David Watt on the choice facing the Westland voters Whisped words The subliminal way to stop shoplifting...

Portfolio Four winners shared the Times Portfolio competition prize yesterday. They are Mrs Julie Herbert of Wallasey, Merseyside; Mr I. Killick of Herston, Essex; Mr J. West of Cromer, Hertfordshire; and Mrs Beverly Potter of Milton Keynes. Portfolio list, page 18; how to play, information service, back page.

Defiant NUT leaves Acas talks The National Union of Teachers said last night after talks organized by the conciliation service, Acas, that it was withdrawing from the negotiations and would continue industrial action alone if other unions reached an agreement in the pay dispute. Four other teachers' unions described the talks as "helpful" and will meet again on Tuesday. Head teachers' ballot, page 2

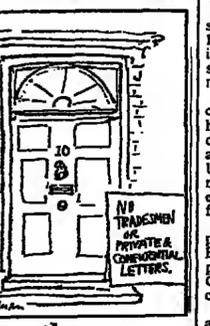
Polar leader's tears of joy The co-leader of the British expedition that followed Captain Scott's ill-fated journey to the South Pole, told of his tears of joy when they raised the Union Jack at the pole. Page 3

Earnings rise Average earnings in November were 8.6 per cent higher than year earlier. The increase was well ahead of the rate of inflation. Page 19

TUC backs down The TUC is expected next month to drop its five-year boycott of state funding for postal ballots. Page 2

Joseph plea A plea for professional training to be incorporated into jobs for the sake of Britain's prosperity is made by Sir Keith Joseph, Secretary of State for Education, in an introduction to today's eight-page General Appointments section. Pages 37-44

Desert deaths The organizer of the Paris-Dakar car rally and four others were killed when their helicopter hit a sand dune and crashed in the Mali desert. Page 8



Lesotho scare Lesotho denied reports of a coup attempt after paramilitary troops surrounded and searched Cabinet offices in Maseru. The whereabouts of the King and Prime Minister were unknown. Page 7

FOCUS Britain's fuel costs will be cut by £7 billion a year if the aims of Efficiency Year 1986 to prevent waste are achieved. A Special Report. Pages 23-27. Table with categories: Home News, Overseas, Arts, Books, Business, Sports, TV & Radio, Theatres, Universities, Weather, Wills.

Tory MPs fear shock waves of Westland crisis Thatcher attack on Heseltine's 'absurd views'

The Prime Minister dismissed as absurd allegations by Mr Heseltine that the Government had given inadequate consideration to the Westland crisis. Mrs Thatcher told the Commons the former Secretary of State for Defence was not prepared to accept the discipline of collective responsibility. Conservative backbenchers widely held view last night was that the reputation of the Prime Minister and her Government had been badly damaged. Westland's stockbrokers have conceded that the pro-European shareholders appear to have enough votes to block the planned Sikorsky-Fiat link.

By Anthony Bevins, Political Correspondent The Prime Minister last night dismissed as absurd Mr Michael Heseltine's allegation that the Government had given inadequate consideration to the Westland crisis. In a direct challenge to his resignation on the ground that collective Cabinet responsibility had broken down, Mrs Margaret Thatcher told a packed House of Commons: "He was prepared to acknowledge the advantages of collective responsibility without being prepared to accept the disciplines of it." But with Mr Heseltine and Mr Neil Kinnock, the Labour Party leader, challenging the veracity of statements made by ministers and officials, it was the widely-held view of Conservative backbenchers last night that the reputation of the Prime Minister and of the Government had been badly damaged. Many Tory backbenchers believe that the government's fortunes are on the slide, and that although Mr Leon Brittan, Secretary of State for Trade and Industry had to be saved because he was so close to Mrs Thatcher herself, his career was hanging by a thread.

Mr Heseltine said that officials had recorded the Prime Minister's December 9 promise to have that meeting. "They are not in the minutes, but I believe them to be in the notebooks from which the minutes were prepared." On the Government's declared policy of being even-handed, he said that there had been selected leaks from the law officer's letter, "used quite wrongly to damage my credibility," the Foreign Office had asked the Italians to stop sending messages of support, and attempts had been made to stop a BBC radio programme on which he had been interviewed. The drama of Mr Heseltine's speech, delivered against the background of Mr Kinnock's opening and Mrs Thatcher's response, was underlined by the further meeting of ministers on November 13.

Vote will block Sikorsky deal, says Cuckney campaign chief

By Patience Wheatcroft Only one day before the vital Westland shareholders' meeting, the company's stockbrokers are admitting that there appear to be sufficient opposition votes to block the planned link with Sikorsky-Fiat. Mr Peter Wilnot-Sitwell, senior partner at Rowe & Pitman, said last night: "The indications are that the opposition have more than the necessary 25 per cent." However, intense lobbying continued of United Scientific Holdings, which says its 5 per cent of Westland will be voted against the Sikorsky-Fiat deal. If United Scientific changed its mind, that would probably be enough to turn the vote in favour of Sikorsky-Fiat. It is considered that the only possible weak link in the European consortium's supporters, though Sir Frank Cooper, its chairman, refused to comment. Mr Alan Bristow, the millionaire opponent of the Sikorsky-Fiat link, was believed to be adding to his Westland stake yesterday, taking it to fractionally below 15 per cent. He offered 110p a share, virtually 20p more than the quoted market price, but his stockbrokers apparently concentrated on buying shares that might have been voted in favour of Sikorsky-Fiat. Small shareholders who have already cast proxy votes against the Sikorsky-Fiat deal have generally sent these direct to the European consortium's advisers, Lloyds Merchant Bank, so that Westland's advisers do not know their identity to canvass them.

THE SHAREHOLDERS (in round figures) Pre-European Consortium: Mr Alan Bristow 15%, United Scientific 5%, GEC 1%, Lloyds Merchant Bank 1%, Lloyds Bank Pension Fund 1%, Firm proxies from small shareholders at least 3% Total: 28%. Pro-Sikorsky: Mystery buyer 15%, M&G 7.5%, Sun Alliance 6.6%, Profit Trust 2.3%, Firm proxies from shareholders 38% Total: 68.4%.

Willis urges union to halt Wapping supplement

By Donald Macintyre Labour Editor Mr Norman Willis, general secretary of the TUC, last night urged the electricals' union to prevent its members at News International's new plant in east London from producing a special supplement, due to be included in this weekend's issue of the Sunday Times. The request was put both in writing and at an hour-long meeting between Mr Willis and Mr Eric Hammond, the general secretary of the EETPU, which on Tuesday decided to pursue its own national level negotiations aimed at securing an agreement to cover the new Wapping plant. Mr Willis's meeting with Mr Hammond came as the TUC summoned the leaders of all five print unions, including the electricals and the journalists, to an emergency meeting to discuss the issue tonight at Congress House. Mr Willis's intervention came after a formal complaint from Miss Brenda Dean, general secretary of the print union SOGAT, that the new supplement would be produced this weekend by staff currently employed at Wapping, who are members of the EETPU. A letter from Miss Dean says that neither SOGAT, the Amalgamated Union of Engineering Workers, the National Graphical Association, nor the



Mr Leon Brittan leaving the Department of Trade and Industry yesterday. (Photograph: Chris Harris).

Scrap nuclear arms by 2001 - Gorbachov

From Christopher Walker, Moscow On the eve of the reopening of the Geneva arms control talks, the Soviet Union last night launched a new initiative with the announcement of a three-month extension in its recently expired moratorium on nuclear tests and a 15-year timetable for banning all nuclear weapons. The offer was announced by Mr Mikhail Gorbachov, the Kremlin leader, in a statement read on Soviet television. "The Soviet Union is proposing a programme of ridding mankind of fear of nuclear catastrophe to be carried out at the beginning of 1986. The energy of the atom should be placed at the exclusive service of peace," he said. The announcement was seen in diplomatic circles as another skillful attempt by the Kremlin to steal the propaganda initiative from the US in advance of today's opening of the fourth round of the deadlocked Geneva talks. To date, the White House has rejected all calls from Moscow to join the moratorium on nuclear explosions. "Mr Gorbachov made it clear that as a token of Soviet good faith, the moratorium which expired two weeks ago would be extended for three months, and even further if Washington agreed to match it." Mr Gorbachov, who is known to be anxious for

positive results on arms control before this year's second superpower summit, made it clear that the plan would depend on the US abandoning plans for space-based missile defence. The first stage of Moscow's plan envisaged a reduction of 58 per cent in US and Soviet weapons which could reach each other's territory within the next eight years. This, Mr Gorbachov stated, would bring warheads down to 6,000 on each side. "Such a reduction is only possible if the USSR and the US mutually renounce the development, testing and deployment of space strike weapons," he emphasized. In the second stage, beginning in 1990 and lasting between five and seven years, Mr Gorbachov said that other nuclear powers, including Britain, would begin to engage in nuclear disarmament. The superpowers would continue to eliminate intermediate-range weapons and freeze their short-range or tactical systems. "Stage three will begin no later than 1995," he said. "In this stage the elimination of all remaining nuclear weapons will be completed. By the end of 1999 there will be no nuclear weapons on earth. A universal accord will be drawn up that such weapons should never again come into being." SDI warning, page 7

Aden fighting stops as rebels are crushed

By Our Foreign Staff Fierce fighting in Aden stopped early last night as Government forces tightened their grip on the South Yemen capital three days after a failed coup attempt by radical Marxists. Official sources in Aden said forces of the pro-Soviet Government had crushed most of the rebel elements and denied that President Ali Nasser Muhammad had been wounded in an assassination attempt on Monday. "Life is gradually returning to normal after three days of fighting," an official said. President Muhammad was meeting with Yemeni Socialist Party officials to "confront causes of the failed coup attempt". The Prime Minister, Mr Haidar Abu Bakr al-Attas, in Delhi on an official visit, cancelled a trip to China and announced that he would be leaving the Indian capital last night for Moscow. Meanwhile, in Djibouti, the captain of a Greek freighter said that the fighting in South Yemen appeared to have pitted the Navy and Air Force against the Army. Captain George Baters said he and his crew had left Aden's port on Tuesday night after two days of hell.

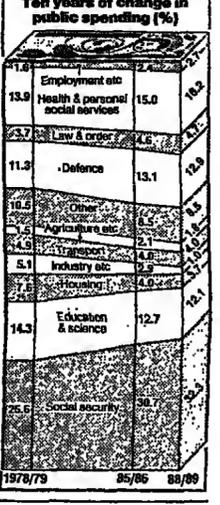
Aden fighting stops as rebels are crushed

Mr Willis repeated his advice formally issued on December 23 that no print union should enter into "an agreement or arrangement with News International" other than with the agreement of the other unions. He urged his earlier calls for the EETPU to take part in a joint negotiating approach to the company. Mr Hammond made it clear to Mr Willis last night that he, in common with other TUC general council members from the print unions, together with Mr Harry Cooney, general secretary of the National Union of Journalists, would be attending tonight's emergency talks. Mr Willis is understood to have made it clear at a meeting

Treasury rules out further spending cuts

By Sarah Hogg, Economics Editor Public spending will not be cut further before the next general election, according to the Government's White Paper published yesterday. Mr John MacGregor, the Treasury minister in charge of expenditure, claimed that real resources are increasing as "we are achieving much better value for money". Mr MacGregor, the Chief Secretary to the Treasury, singled out a 20 per cent real reduction in the cost of building motorways since 1979, an increase in the number of patients treated in hospital, and increased competition for defence contracts as examples of the Government's efficiency drive. According to the figures in the White Paper, total public spending is being cut, in real terms, both this year (1985-86) and next (1986-87). This is the first such reduction actually achieved by the Treasury since the Government. However, the fall between last year and this is largely explained by the end of the miner's strike, which pushed the 1984-85 figures way over target, while the figures for next year are artificially reduced by a jump of £2,100 million in the amount the Treasury hopes for from asset sales. White Paper plans for 1987-88 and 1988-89 - the final year covered - show public spending remaining broadly constant in real terms, rising roughly in line with inflation to a total of £148,700 million in the final year. The White Paper suggests this would allow spending to fall in proportion to national income, from 44 1/2 per cent this year to 41 per cent, since the economy should be growing. Within the total, the biggest increase is planned for employment programmes, whose cost is expected to rise 19 per cent between now and 1988-89. Spending on health and personal social services is planned to increase 15 per cent. The plans imply that social security, the largest spending programme, will rise by 11 per cent by 1988-89 - broadly in line with inflation. Mr Norman Fowler's reviews will be taking effect by the end of the period, but the plans do not show a real cut in spending. At the opposite extreme, spending on trade and industry is planned to fall by 48 per cent by 1988-89, housing expenditure by 4 per cent and spending on education and science to remain unchanged - which means a cut in real terms, since

prices are expected to rise by 4 1/2 per cent in 1986-87, 3 1/2 per cent in 1987-88 and 3 per cent in 1988-89. Defence spending is planned to rise only 4 per cent between now and 1988-89. After years of substantial increase, this implies three years of modest reductions. Substantial increases in plans for 1986-87 have been conceded since the last White Paper. They include an extra £990 million for social security and £510 million on employment, to be paid for out of higher asset sales and a cut in the Treasury's reserve. Spending on motorways and new roads has been increased; construction is to start on 150 miles of new roads in 1986-87, compared with 80 miles in 1985-86. However, total investment by the public sector is planned to fall further, attracting criticism from the Opposition and the Confederation of British Industry. Including capital grants to private industry, total public sector capital spending is expected to decline by £500 million between now and 1988-89 - a substantial real fall after allowing for inflation. Details, page 5. Leading article, page 15.



Colon tests for Reagan

Washington (AFP) - President Reagan will undergo an examination of his colon tomorrow, the first since a cancerous growth was removed from his large intestine last July 13, the White House said yesterday. Mr Reagan will undergo the "routine post-operative" examinations at the Naval Hospital in Bethesda, Maryland, the White House spokesman, Mr Larry Speakes, said. He added that the President, who will be 75 on February 6, was "feeling great". Mr Reagan will also undergo blood tests and X-rays. It was not made clear whether the President would spend the night in the hospital as a precaution against possible bleeding.

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Jobless benefit to be cut for more than 50,000

By Nicholas Timmins, Social Services Correspondent

More than 50,000 people a year, many of them married women, are to lose from the reductions in unemployment benefit announced by the Government yesterday which the poverty lobby attacked as "just plain mean".

From a date yet to be decided, people who lose their jobs, but have earnings in the year that fall below the £1,775 rate of unemployment benefit, will no longer be able to get the benefit paid at half or three-quarters of the full rate.

Instead only those with a full contribution record will get unemployment benefit, which is worth £30.45 per week for a single person and £49.25 for a couple.

Those affected will be people who move in and out of short-term, and often low-paid jobs, but who when they are made redundant either have a partner who is working or have savings which mean they do not qualify for supplementary benefit.

Mr Tony Newton, Minister for Social Security, said the administrative costs of paying the reduced rate of benefit are high. About £20 million is paid out, but its administration cost more than £4 million. More than half the recipients receive no financial advantage because

they also draw supplementary benefit against which their reduced rates of unemployment benefit are off-set.

He said: "The rest are likely to have either a partner who is working or to have other resources of their own." The arrangements are "an unjustified complication of the social security system and do not represent a sensible use of resources".

To qualify for the half-rate claimants will have to have had £35.50 a week and to have earned £87.50 in the tax year, and to get the three-quarters rate earnings they will have to have reached £1,331.25.

A spokesman for the Department of Health and Social Security said in a full year about 21,000 people received the half-rate payments and 36,000 the three-quarters rate payments, but had sources of income that disqualified them from receiving supplementary benefit. Those who would mainly be younger people aged under 30. Reduced rates will also no longer be paid for sickness benefit and maternity allowance, although the numbers affected will be small.

Miss Ruth Lister, director of the Child Poverty Action Group, said the plan was "just plain mean".

Two versions of key meeting add to confusion

By Anthony Bevins Political Correspondent

The Prime Minister yesterday exposed the reputations of two distinguished public servants to open scrutiny with the Downing Street publication of diametrically opposed views about a key Westland meeting.

Mr Michael Heseltine said in his resignation statement last Thursday that the meeting had taken place the previous night between Mr Leon Brittan, Secretary of State for Trade and Industry, and Sir Raymond Lygo, chief executive of British Aerospace.

He said he had been told that Mr Brittan, in the presence of another minister and officials, had told Sir Raymond "that the role which British Aerospace were taking in the European consortium was against the national interest and that British Aerospace should withdraw".

He added: "So much for the wish of the sponsoring department to leave the matter to the shareholders..."

Mr Brittan told the Commons on Monday, in his first statement: "It is untrue to say that in the course of the meeting I made any suggestion that British Aerospace should withdraw from the European

consortium or that its participation was contrary to the national interest".

In yesterday's published "private and strictly confidential" letter from Sir Austin Pearce, chairman of British Aerospace, to the Prime Minister it was stated that Sir Raymond had come out of the meeting, had immediately made notes and had recounted to the BAe board that night that Mr Brittan had said, "that what we are doing was not in the national interest", and "that we should withdraw".

While Sir Austin had pointedly said that he had no doubt that Sir Raymond's account "was so fresh in his memory" and, delivered with the help of notes, that it was "substantially correct", Mrs Thatcher simply said that Mr Brittan had given his statement to the House.

But she also pointed out that Mr Brittan's "recollection" had been shared by Mr Geoffrey Pattie, Minister for Information Technology, and the three Civil Servants present, Mr Alastair Macdonald, a deputy secretary, Mr John Mitchell, an under-secretary, and Mr John Mogg, Mr Brittan's private secretary.

Mr Pattie later made a statement in which he said: "I agree that the official record represents an accurate account of

what happened at the meeting". He said he took issue with Sir Raymond on two central points of conflict.

"At no time in the meeting was it said that British Aerospace should withdraw from the European consortium", he said.

"It was not said that British Aerospace's involvement in either consortium was not in the national interest, but that a continuation of uncertainty over Westland's future was not in the national interest, particularly where sales by British Aerospace and others to the US were concerned."

MPs noted that the minute written by Mr Mogg, Mr Brittan's private secretary, was dated January 10, two days after the meeting had taken place, and the day after Mr Heseltine had made his accusation.

Departmental sources refused to comment, but Downing Street sources said that Mr Mogg had started his draft on the morning after the meeting and had completed it the next day.

It was noted that there was a missing item from the Mogg minute.

Some MPs pointed out that Sir Austin's letter had described Mr Brittan expressing concern "at the consortium leadership role" with the Europeans. Sir Raymond was said to have replied that the European partners

"had a natural expectation that British Aerospace, the most experienced, should lead".

The Mogg version omitted any mention of Mr Brittan expressing concern on the matter. But it did report Sir Raymond saying, apropos of nothing: "Someone had needed to take the lead in establishing the European consortium and British Aerospace would have been regarded as letting down their European collaborators if they had not done so".

The suggested emotion of the meeting, also caused Commons concern yesterday. Sir Austin said that Sir Raymond had reported that the matter "was becoming personalized and he was most unhappy with the situation".

It was said last night that Sir Raymond's highly-charged response concerning anti-Americanism had been provoked and that the unpublished Lygo "full transcript" of the meeting, sent to Mrs Thatcher, had said as much.

On that point, at least, senior sources in the Department of Trade and Industry are agreed. It was said by one departmental source that it was unfortunate that Mr Brittan should have called the meeting.

10. The meeting concluded with Sir Raymond observing that notes had been taken of the discussion.

Solicitor General's letter to Mr Heseltine

Downing Street published last night the following letter from Sir Patrick Mayhew, the Solicitor General, to Mr Michael Heseltine. The letter is dated January 6, and marked Confidential - now declassified. Dear Michael,

I saw in *The Times* on Saturday the text of a letter you are reported to have sent to the managing director of Lloyd's Merchant Bank in the course of your answer to the third question asked by Mr Home concerning the indications received by Her Majesty's Government from "European governments and companies" as to the project which "may be lost to Westland if the United Technologies/Fiat proposals are accepted", you state: "There are indications available to HMG from both the other governments and the companies concerned that a Westland link with Sikorsky/Fiat would be incompatible with participation by the company on behalf of the UK in the collaborative battlefield helicopter and NH90 projects."

This sentence, when read with the rest of the paragraph (in which the defence ministers of four governments apart from the UK are referred to) necessarily implies that all the governments and all the companies involved in the collaborative battlefield helicopter and NH90 projects have given this indication to HMG.

The indications of December 17 from The Hague and of December 5 from Rome and the record of your meeting with the West German Defence Minister in November, which were available to me when I gave advice on December 31 to the Prime Minister on the text of her reply to Sir John Cuckney, do not seem to me to support a statement that all the governments and all the companies have indicated that a Westland link with Sikorsky/Fiat would be incompatible with participation by that company in the project. The documents I have seen contain evidence that the Netherlands defence secretary, the German Defence minister and the chairman of Agusta have commented to the knowledge of HMG in various ways on advice concerning areas which may flow from a decision to accept the Sikorsky offer. (In addition to Agusta, the documents disclose that Aerospatiale and MBB are additionally involved in the projects).

It is foreseeable that your letter will be relied upon by the Westland board and its shareholders. Consistently with the advice I gave to the Prime Minister on December 31, the Government in such circumstances is under a duty not to give information which is incomplete or inaccurate in any material particular.

On the basis of the information contained in the documents to which I have referred, which I am basing my advice on, I have seen the sentence in your letter to Mr Home does in my opinion contain material inaccuracies in the respects I have mentioned, and I therefore must advise that you should write again to Mr Home correcting the inaccuracies. I am copying this letter to the Prime Minister and to the Secretary of State for Foreign and Commonwealth Affairs, Secretary of State for Trade and Industry, and the Chief Secretary of the Treasury.

Westland debate, page 4

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Sir Austin Pearce's letter to Mrs Thatcher

Dear Prime Minister,

You should be aware that while visiting Mr Pattie to discuss Airbus business on Wednesday 8th January, preparatory to a meeting in Munich on January 9th, Sir Raymond Lygo, my Chief Executive, had an impromptu meeting with Mr Leon Brittan in the Department of Trade and Industry at 1700 hrs. The meeting was at the Secretary of State's request, in the presence of Mr Geoffrey Pattie, Mr Macdonald and Mr Mitchell all of his department, as well as his Private Secretary.

Sir Raymond returned directly to a special Board Meeting of British Aerospace which was in progress and made a full report of his conversation to the Board. He also wrote down all the salient points that had been made to him. His report stated that the following points were specifically covered by the Secretary of State:

1. expressed a view that as the DTI were not sponsoring Department we should have consulted with my Department before we entered the Consortium
2. to enquire whether we had fully considered the effect our actions might have on our American business and in particular on the A320 and his concern about the effect on Anglo-American business that our action might have
3. his concern at the Consortium leadership role we appeared to be adopting
4. that the decision should be left to the shareholders alone
5. that the agreement of the National Armaments Directors had never been endorsed by Government and that he could prove this by showing Sir Raymond the Minutes of the meeting which discussed it
6. that what we were doing was not in the National Interest
7. that we should withdraw

A full transcript of Sir Raymond's account of the proceedings is available if you would wish to see it. At the end of his Board Statement, Sir Raymond asked that he be accorded the protection of the Board since the matter in which he had been nominated as the spokesman was becoming personalised and he was most unhappy with the situation. You should be aware that in his verbal reply to the Secretary of State, Sir Raymond made the following points:

1. that the Board had considered fully the implications of the effects on our American trade; that we had actually suggested that some of the words originally used in the National Armaments Directors' Agreement be amended to avoid implying that the action was protectionist
2. that Sir Raymond had gone out of his way at the Consortium Press Conference to make a lengthy statement to one of the American correspondents there to the effect that he wished that the debate would not be trivialised to the extent of portraying the European Consortium as being anti-American because it was not in the interests of the United States to have a weak defence industry in Europe - quite the reverse and to be pro-European did not mean that one had to be anti-American. In fact, the reverse was true
3. that in his own case he was married to an American, had spent many happy years in the United States and served in the United States Navy which he suspects was a greater involvement in the United States than anybody present at that meeting, and the last person that could be accused of being anti-American, in his view, was himself.

4. that he found the reference to the National Interest confusing, since we had been told by another great Department of State that what British Aerospace were doing was in the National Interest

5. that our European partners had a natural expectation that British Aerospace, the most experienced, should lead their Consortium in the attempt to persuade the shareholders of Westlands that their proposals were genuine and better

6. that British Aerospace and the Consortium were very content to let the shareholders decide, so long as they were given the facts

Prime Minister's reply to Sir Austin

Mrs Thatcher replied:

15 January 1986

Dear Sir Austin,

Thank you for your letter of 13 January about the meeting at the Department of Trade and Industry on 8 January.

You will have read Leon Brittan's statement in the



Mrs Thatcher leaving Downing Street for the Westland debate in the Commons. (Photograph: Chris Harris).

House on Monday in which he gave his recollection, which was shared by the Ministers and officials present, of that meeting. You were kind enough to send me a copy of Sir Raymond's account of the proceedings (which I understand that you are not prepared to have published) and I am sending you with this letter a copy of the record of the meeting taken by the Department of Trade and Industry, which will be published.

Let me emphasize that we are pleased that the Westland Board has enjoyed a choice of offers. As I have told the House of Commons, Westland is a private sector public limited company and the company's decision on its future is a matter of commercial judgment for its directors, and ultimately its shareholders. That remains our policy.

Finally, let me assure you, as I assured Sir John Cuckney in my published letter of 1 January, that whichever of the two proposals currently under consideration the company chooses to accept, the Government would continue to support Westland's wish to participate in European collaborative projects and would resist to the best of its ability attempts by others to discriminate against Westlands.

Thank you for agreeing that your letter can be published since it has become a public issue. I am publishing this reply. Yours Sincerely, Margaret Thatcher.

Second letter from Sir Austin to Mrs Thatcher

Sir Austin replied to the Prime Minister in a second letter yesterday afternoon.

Dear Prime Minister,

Thank you for your letter of January 15 and for sending me a copy of the record made by the Department of Trade and Industry of the meeting held with Sir Raymond Lygo on January 8.

It is evident that there are two different recollections of what was said at the meetings.

Tory MEPs pressed to back down on Europe option

By Richard Owen

Under pressure from the Government a number of Conservative MEPs yesterday began to back down from their earlier support for a joint all-party European Parliament resolution favouring the European option in the Westland affair.

Conservative participation in the resolution is understood to have caused embarrassment and anger in government circles. The joint resolution, drafted by Conservative, Socialist, Christian Democrat, and Communist groups will be voted on today.

But although a majority of the 45 Conservative MEPs

supported the resolution on Tuesday, by yesterday there were reports of growing unease within the group over paragraphs implicitly damning the Sikorsky option on the ground that it runs counter to the need for increasing independence from American industrial control in Europe. That is seen by some MEPs who are having second thoughts as unacceptable anti-American.

British Labour MEPs said that if the Conservative group asked the Parliament to vote on the Westland resolution paragraph by paragraph rather than as a whole, they would withdraw Socialist support and accuse the Tories of reneging on an agreed formula because of Mrs Thatcher's reported displeasure.

Tory MEPs are also apparently worried by a paragraph welcoming a recent intervention by Herr Karl Heinz Narjes, the EEC Commissioner for Industry, who backed Mr Heseltine and offered long-term EEC aid for the European helicopter industry if Westland joined Europe rather than doing a deal with Sikorsky.

The resolution as it stands describes the European option as the only effective solution for Westland's reconstruction, and says that Europe's security depends on the existence of a strong European pillar within the Western defence alliance as well as an American pillar.

TUC set to drop poll funding ban

By Our Labour Editor

The TUC is expected to decide next month on an unqualified reversal of its five-year-old boycott of state funding for postal ballots.

The TUC's employment committee yesterday decided to drop two options under which main leaders would have sought to limit the extent of application for public funding by affiliated unions.

The likelihood of a wholesale reversal was underlined yesterday when Mr Emy Grantham, moderate chairman of the committee, said bluntly that the consultative conference of union leaders which will consider the issue on February 13, has "an choice" when it considers whether to maintain the policy last month, when it was facing the prospect of otherwise expelling two of its biggest affiliates, the Amalgamated Union of Engineering Workers, and the Electrical Electronic Telecommunications and Plumbing Union, for their continued defiance of the policy.

Mr Grantham said that the general council had taken the view that the present position was "intolerable for the movement as a whole".

The committee is recommending that next month's conference should be faced with a clear choice between maintaining the policy, with all the accompanying prospects of expulsions and schism within the movement, or to end the boycott on Government funding once and for all.

Heads to vote on meals issue

By Lucy Hodges Education Correspondent

Head teachers voted yesterday for the first time to ballot on industrial action, which could mean schools close at lunchtime.

The National Association of Head Teachers, which has never taken nationwide action, took the first tentative step yesterday when branch secretaries voted for "a firm course of action". Its 24,500 members will be balloted in the next two weeks.

Head teachers are angry that the Government's extra £40 million to pay school meal supervisors is being used by local authorities to negotiate individual deals. The heads want a national deal to ensure that there is uniformity and requirements are met.

In particular, they want teachers to be involved in supervising meals at a rate of £8 an hour and on a ratio of one to 100 pupils.

Universities were disrupted yesterday as lecturers and non-academic workers staged a joint one-day protest strike over pay and conditions. The Association of University Teachers said pickets were out at all 44 United Kingdom universities.

The National Union of Students advised members not to cross picket lines.

The Scottish Secondary Teachers Association, representing nearly a third of teachers, reported an 85 per cent response from its 7,500 members to a one-day strike yesterday.

Shah to exempt NUJ from 'no strike' promise

By Barrie Clement, Labour Reporter

The National Union of Journalists is being exempted from Mr Eddy Shah's insistence on a legally binding no-strike deal for his newspaper to be launched in the spring.

In talks with NUJ leaders yesterday, Mr Shah said, however, that he was not prepared to negotiate an agreement over the heads of his editorial staff. He told Mr Harry Conroy, NUJ general secretary, that journalists on the paper would decide what kind of agreement they wanted and what the NUJ involvement would be.

There would be a three-month deadline for the presentation of a house agreement for editorial staff. If journalists on the paper voted for the involvement of NUJ officials before the

deadline, then Mr Shah would negotiate with them directly.

Mr Shah has signed an outline agreement with the Electrical, Electronic, Telecommunications and Plumbing Union providing for a legally binding no-strike pact.

Executives at Mr Shah's new paper said yesterday that a binding arbitration deal with the NUJ was desirable but the door was left open for a more traditional agreement.

Mr Jeremy Deedes, managing editor, said that only about 20 per cent of editorial staff had so far taken up their appointments. "It is logical, if progressive, that staff should have a say about the conditions under which they will be expected to work."

Councils 'must set rate before funds run out'

Local councils are under a legal duty to raise enough from rates to avoid running out of money, a judge said in the High Court yesterday.

Lord Justice Gledhill was commenting during the second day of an appeal by 32 Labour councillors from Lambeth, south London, against surcharges totalling £126,947.

The councillors, who make up the ruling Labour group and include the council leader, Mr Ted Knight, face possible bankruptcy and disqualification.

Mr Lionel Read, QC, for the councillors, told the court that the council had "a discretion" to delay setting a rate. But Lord Justice Gledhill remarked: "You have got to make the rate in sufficient time to ensure that the funds come in before the existing funds run out."

Conservation to have place in farming policy

By John Young Agriculture Correspondent

The Government yesterday tabled a new clause in its Agriculture Bill which would require ministers of agriculture to balance farming interests, the economic and social interests of rural areas, and those of conservation and recreation when determining future policies.

Mr John Gummer, Minister of State at the ministry, told the annual meeting of the Devon branch of the National Farmers' Union that the Government's continuing concern to protect and enhance the countryside would no longer be a matter for ministerial choice.

The announcement has astonished and delighted the conservation lobby.

Leader of Antarctic trek tells of pride when flag was raised at Pole

By Gregory Neale and Ken Coates

The co-leader of the three young Britons who trekked 883 miles to the South Pole in the footsteps of Captain Scott's ill-fated journey, only to be greeted with the news that their support ship had been sunk, told yesterday of his pride and emotions at their achievement.

Mr Robert Swan, aged 28, said he cried "tears of joy" when he and his fellow explorers raised the Union Jack flag at the Pole.

Mr Swan, from Durham, and one of his polar colleagues, Mr Roger Mear, aged 35, from Birmingham, were talking in Christchurch, New Zealand, after they and the rest of their party were flown back from the Antarctic in a United States Hercules aircraft of the US polar research programme.

The third polar trekker, Mr Gareth Wood, aged 33, who was born in Edinburgh, but who now lives in Canada, has stayed behind in the Antarctic. He and two other volunteers from the expedition, Mr Tim Lovejoy and Mr Steven Broni, will be packing up the camp, equipment and supplies which the expedition had intended to bring back in their support ship, the Southern Quest.

"The expedition had always intended to leave the area as we found it," Mr Swan said. "We hope that by leaving a small team there to pack up carefully, we will ensure we make a safe and dignified withdrawal from the Antarctic."

Mr Swan said that the walkers were told of the sinking of the Southern Quest by scientists at the small United States research station at the Pole two minutes after they

arrived at the end of their trek.

"When Scott arrived at the Pole he found the black flag of Amundsen (the Norwegian explorer who beat Scott by a month in the race to the Pole). We arrived and within minutes heard of the loss of our ship. It felt like a punch in the gut. I do not know what it was like to tell the Times in his first telephone message to the expedition's headquarters in London early yesterday.

When the three men got to the Pole, they raised the flag. "There were tears in my eyes," Mr Swan said yesterday.

"I had spent seven years preparing for the expedition so I was filled with high spirits and excitement when we arrived at the Pole. When we were told that the ship was sunk, it was obviously a disappointment, but the fact that everyone was rescued cheered us."

The crew of the Southern Quest were lifted from the icefield surrounding the stricken States helicopter and taken to the United States base at McMurdo Sound, where they were later reunited with the popular walkers and their two base camp colleagues, Dr Michael Stour and Mr John Tolson.

Mr Swan said that the expedition would cost the bill for the rescue, estimated at £500,000 if the Americans asked. But he denied criticisms that the expedition had been in any way ill-prepared for the venture.

"We were not 'enthusiastic amateurs' at all. Everyone was very professional, all the way," he said.

Officials for the United States

National Science Foundation, together with some government spokesmen in Australia and New Zealand have said that private expeditions should not venture to the dangerous ice-packs of the Antarctic. Mr Swan said the expedition had been well prepared, but had encountered bad luck.

"Ships all around the Antarctic sink regularly because of the ice. Ours was just another one," he said.

Speaking about the journey to the Pole, Mr Swan said the men had conserved rations of food and fuel against the possibility of disaster. "I have lost 25lb in the past two months", he said.

Swan said the real leader on the icy continent was fellow polar walker Mear, using little more than the same equipment Scott and Shackleton used (a small silver compass that could be bought for about £8 and a wheel to measure distance). Mear led the three polar trekkers unerringly across the rough ice shelf, which is the size of France, up the hazardous Beardmore glacier and across the polar plateau to the Pole.

They covered from 11 to 18 miles daily and their best day covered 20 miles.

On four days they sheltered all day inside their tent and hibernated cut short their treks on several other days. They got into their sleeping bags, drank hot chocolate and told each other yarns. "It was the fault of all those school children at home and the people old and young who supported us and believed we would get there that kept me going", said Swan.

Mr Robert Swan, co-leader of the "In the Footsteps of Scott" Antarctic expedition, holding a Polar Medal yesterday at the foot of a statue of Robert Falcon Scott, in Christchurch, New Zealand. With him is another member of the team, Mr Roger Mear. The medal was presented to a member of the original Scott expedition. Above, the expedition's support ship, Southern Quest, shown in a photograph taken from Australian television, as it sank last Saturday, its hull crushed by heavy pack ice. Most of the party were flown back to New Zealand yesterday in an American Hercules aircraft of the U.S. polar research programme.



Youth in court on girl murder charge

An unemployed youth charged with the murder of Tessa Howden, was remanded in police custody for three days in a brief appearance at Croydon Magistrates' Court, yesterday.

Garry Taken, aged 19, of Heather Way, Selsdon, south London, stood with his head bowed, flanked by two police officers for the formal five-minute hearing.

He spoke only twice, replying "yes" when asked to acknowledge his name, and when his address was read to him in the packed courtroom.

Taken is charged with the murder of Miss Howden, aged 19, a newspaper promotions girl, at her home in Foxearth Spur, Selsdon, on January 10. Her father, Mr David Howden, aged 47, a garage proprietor, fought her case.

Dr Michael Lane, chairman of the bench, said after a brief adjournment that Taken would be remanded in police custody until Saturday. Reporting restrictions were not lifted.

The accused was dressed in a black bomber jacket, a grey patterned jumper and a white shirt. Fifteen minutes after the hearing a police van drove away with Taken under a blanket in the back. On one side a group of young men peered inside, on the other side a woman shouted abuse.

An inquest into Miss Howden's death was opened and adjourned at Croydon yesterday.

Dr Rufus Crompton, a consultant pathologist, gave the cause of death as strangulation. The hearing was adjourned to a date to be fixed.

Bamber hearing

The hearing to decide whether Mr Jeremy Bamber, aged 24, who is accused of the Bambi farmhouse murders, should be committed for trial at the Central Criminal Court will begin on February 10 at Southminster, Essex, before a stipendiary magistrate. Yesterday Mr Bamber, of Goldingham, Essex, was remanded in custody by Maldon magistrates, Essex.

Rupert man dies

Alfred Bestall, aged 93, for 30 years the illustrator of the Rupert Bear stories in the *Daily Express* and in the Rupert annuals, died in his sleep in a nursing home at Portmadog, Gwynedd, yesterday after a minor operation several weeks ago.

6th crash death

Mrs Christine Sharp, aged 32, of Hall Green, Birmingham, died yesterday, 11 days after a car crash near Tiverton, Devon, in which her four daughters and their grandmother were killed.

Ear cut off

Police on Merseyside were yesterday hunting several white youths who cut off the left ear of Anthony Tierney, aged 16, of Selwyn Street, Kirkdale, on Tuesday night.

Heavy metal

A tractor went out of control yesterday and crashed into the listed mansion home of Keith Emerson, the rock musician, at Horam, East Sussex, causing £250,000 of damage.

Prince 'had cocaine problem'

A Saudi Arabian prince helped to bring cocaine into Britain claiming that people who wanted drugs should be allowed to have them, a Crown Court jury at Knightsbridge was told yesterday.

Prince Mashour Bin Saud Aziz, the twenty-fourth son of the late King Saud, told police: "I may have a cocaine problem. I use it a lot."

The prince, aged 31, of Chevill Place, South Kensington, London, is accused with seven co-defendants, of conspiring to import and supply cocaine and possession of the drug with intent to supply. He pleaded guilty to a fourth charge of possessing cocaine.

Mr Worsley said one of the other defendants, Nazima Mahammad, told police she once smuggled cocaine into Britain inside her body. She had pleaded guilty to possessing cocaine.

He told police that Gary Savory, one of the other defendants, with whom she lived for a time at Ryder Terrace, north west London, and who she once intended to marry, made her carry two bags of cocaine in her body.

As she signed the police interview, Mr Worsley said, she broke down in tears crying: "He'll kill me, he will, I know he will." Mr Savory, aged 33, also of Ryders Terrace, has denied five charges of conspiring to import and supply cocaine, cannabis and amphetamine.

The other defendants are: Tim Mann, aged 25, of Epsom, Surrey, who pleaded guilty to supplying cocaine; Alan Norman, aged 31, of Northwood, London, who pleaded guilty to supplying cocaine; and William Thomas, aged 21, of Chesham, Bucks, who pleaded guilty to supplying cocaine and possessing cocaine hydrochloride.

The trial resumes today.

Colonel 'target of bomb dossier'

A dossier of a plot to blow up a retired SAS colonel, allegedly prepared by a woman consultant psychiatrist and two men, was outlined in court yesterday.

Mr Rhys Davies, QC, for the prosecution, told Manchester Crown Court, that the target was Lieutenant-Colonel Brian Baty who "retired from the British Army after a long and distinguished career which included service in Northern Ireland."

But, Mr Davies said, it was a case which had gone without documentation. Reference books and newspapers had been used to formulate a detailed background on the officer, Colonel Baty's home address in King's Pyon, Herefordshire, had been gleaned from an notice in the *Daily Telegraph* announcing the engagement of his daughter.

Dr Maire O'Shea, aged 66, of Solihull Road, Sparkhill, Birmingham, Mr Patrick Brazil, aged 34, an able seaman, and Mr William Grimes, aged 43 unemployed, both of Dublin, deny maliciously conspiring to cause an explosion of a nature likely to endanger life, or cause serious injury to property.

Dr O'Shea also denied that she failed to provide information about acts of terrorism, a charge brought under the Prevention of Terrorism Act. Mr Grimes denied possessing 2.45 kilograms of gelignite.

Another man, Mr Peter Jordan, aged 61, a retired teacher of St Peter's Rose, Headley Walk, Bristol, has pleaded guilty to the conspiracy charge and will be sentenced at the end of the trial.

Mr Davies said that the three men were arrested outside the Farmers' Arms public house in Liverpool on Christmas Eve 1984. Oed had in his possession an explosive, a detonator and an electronic circuit, which were wrapped in Christmas paper.

Mr Davies said that the man

Solicitors in 'lawline' service

Anyone in need of instant legal aid will be able to "dial-a-lawyer" under Britain's first telephone legal advice service announced yesterday.

With qualified solicitors on duty, calls to Lawline can be made for a weekly charge of £3 or a flat rate of £10 a day one-off call, paid for by credit card.

It is the idea of Mr Richard Baruch, whose firm is in Woodford Green, north London. He said: "This scheme will make the legal profession more accessible to the consumer. The public are often afraid of involving solicitors because they see the law as an expensive and time-consuming process."

"Lawline will enable them to decide quickly their best course of action, and whether it involves continued legal involvement."

With a continuing rise in home purchases, divorce, redundancy, motoring and consumer activity generally, people must have more efficient access to the law in civil matters, he said.

The 60 telephone lines will open from next Monday on 01-506 1999. For £150 a year (less than £3 a week), individuals can make as many calls to Lawline as they wish and receive advice from a qualified solicitor. Companies can also subscribe, with a business employing 10 people charged an annual fee of £750 for all employees to have access to Lawline.

Mr Baruch has invested £150,000 in the scheme, which has been drawn up to conform with Law Society guidelines and has the society's approval. Calls can be made from 8am until midnight and the service will be extended to 24 hours if there is sufficient demand.

Trawler owners in salvage dispute

The salvage dispute between Scottish fishermen and the owners of a French trawler which went aground on Barra in the Western Isles is to go to arbitration.

Mr James Macleod, skipper of the trawler, Polar Fisk, said after a meeting yesterday that he had not reached agreement with the owners of the Magdalene which went aground on rocks in heavy seas after her skipper was lost overboard. Mr Macleod said his boat pulled the Magdalene off the rocks and towed her to Castley Bay, Barra, and then towed another

Fraud card man sentenced

The last member of the gang which impersonated the rich and famous to operate a credit card telephone fraud was sentenced at Southwark Crown Court yesterday.

Christopher Morris, aged 27, of Dunningford Close, Elm Park, Hornchurch, London admitted obtaining goods by deception between May and November 1984. He was jailed for six months suspended for 18 months for his part in the fraud which netted goods worth £80,000.

Earlier the court was told that the gang stole carbons, which contained the credit card number and the holder's name and address, from credit card transactions. They then phoned stores impersonating the card holder and ordered goods.

Mr Christopher Mitchell, for the prosecution, said that the fraud, widespread in America but used for the first time in Britain, was practically undetectable. He added: "The gang picked on titled names because they knew their credit limits would be high."

Jail for teenage offences

Two men from whom "no teenage boy was sexually safe" were jailed at the Central Criminal Court yesterday.

Malcolm Raywood, aged 53, was sentenced to three years and Andrew Pribodsky, aged 39, to three-and-a-half years.

Raywood, an antiques dealer, of Chelsea Gardens, Chelsea, west London, and Pribodsky, mini-car controller, of Ash Court, Paddington, west London, pleaded guilty to conspiring to procure youths to commit acts of gross indecency between January and November last year.

The court was told that the two men went to Piccadilly Circus and other stations nightly hoping to lure homeless teenagers.

The police had launched "Operation Circus" to crack down on such activities.

Patients urged to take care of their GPs

A visit to the surgery can end with the doctor feeling much better because of the patient's bedside manner.

Growing numbers of GPs are affected by "burnout" in which they start hating their jobs and their patients and may become alcoholics or suicidal, Mr Roy Bailey, principal clinical psychologist at Manor House hospital, Aylesbury, Buckinghamshire, said yesterday.

Patients should try to take more care of their doctors by being sympathetic, taking more responsibility for their own health, and expressing more gratitude for the doctor's time and treatment, he said.

Mr Bailey, who runs stress clinics for doctors, has drawn attention to the well being of GPs in a new magazine, *The Best of Health*, published today.

In an article entitled "What's U.O. Doc?" he has written:

"Doctors often become casualties of their own caring."

"Stress, and particularly professional burnout, can occur, a process where a previously committed and energetic doctor becomes progressively exhausted."

Psychiatric problems, drug dependency, alcohol abuse, family discord, divorce and suicide are "not infrequent among doctors, according to Mr Bailey."

Patients can help by looking out for signs of stress such as the doctor being abrupt and dismissive of a described illness, cancelling appointments and not appearing to listen during consultations.

"Doctors are often unable to heal themselves because they are doctors," Mr Bailey said yesterday. "Patients and doctors could develop a mutual responsibility."

Train victim was knifed in groin

A train murder victim paralysed from a neck wound was still alive when she was also stabbed in the groin, a jury was told yesterday.

Dr Peter Andrews, a consultant pathologist, told Birmingham Crown Court that Mrs Janet Maddocks, aged 35, a social worker, had been stabbed with "a very violent force" in the throat, severing her jugular vein and spinal cord.

He said paralysis below the neck would have been instantaneous, making it impossible for her to offer any further resistance. He agreed she would have been "like a rag doll."

She was then stabbed at least twice in her groin.

Mrs Maddocks, of Kings Heath, Birmingham, died from shock and a massive loss of blood. Her body was found dumped on the railway line three miles north of Northampton station.

Jack Roy, aged 16, of Shorebridge Street, Glasgow, has pleaded not guilty to murdering Mrs Maddocks on the 21.02 pm Euston to Birmingham train on March 20 last year.

The trial continues today.

Computer firms lure scarce staff

Companies in the south-east of England are resorting to a range of "perks" and bonuses in an attempt to lure scarce computer staff, according to the research group Incomes Data Services.

New grading structures, "market-related" salary bands and pay increases based on performance are some of the methods being used by employers to attract qualified staff, the group says in its study of computer staff pay published yesterday.

Management is also increasing the frequency of salary reviews and promotion of key personnel. The normal service qualifications for benefits such as subsidized mortgages are being waived, "scarcity allowances" are paid and company cars are being provided for the first time.

Some of the organizations introducing new measures are the chemical company *Mary & Baker (Dagenham)*, Thomas Cook Civil Aviation Authority, Lambeth Borough Council, Westminster City Council, and the North West Thames Regional Health Authority.

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Computer car map breakthrough

A British company has developed an electronic car navigation system which it claims is accurate enough to guide a driver to any destination in any city in the world without the need to consult a map or ask the way.

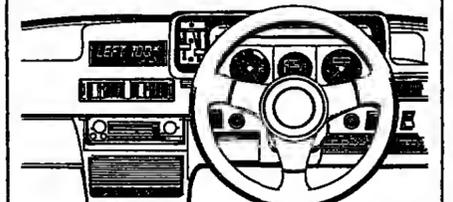
The system could also have wide applications for counter-terrorist work and for use in military vehicles and aircraft.

Motor manufacturers have been searching for years for a cheap system capable of finding its way through complex street patterns. Numerous attempts have proved too costly or too inaccurate.

Plessey claims to have solved both problems with a cigar-box-sized unit called Pace (Plessey Adaptive Compass Equipment), which costs only £500 compared with £18,000 for a professional gyro compass.

All the grid reference to know is the grid reference of the starting point and destination. These are entered into a miniature computer and a small display unit on the dashboard then delivers instructions such as, "Turn left at next junction", "Take the A33 at next roundabout", or "Road forks - bear right".

The navigation system will be seen in public for the first time in London next month.



In-car navigation system with electronic reading on the dashboard indicating a left turn in 100yds.

Scientists have taken seven years in developing software which instantly corrects the frequent false readings which affect normal compasses. Driving up a hill, for instance, creates distortion because the angle of approach to the Earth's magnetic field changes. A large metallic object such as a bus or truck will cause similar problems.

Plessey claims an inbuilt accuracy of only 1 per cent of distance travelled. It will correct the Pace system can be linked to a radio transmitter which will broadcast its location anywhere in the world.

Billion carriers and security companies will be able to track their vehicles on a VDU map. Vehicles vulnerable to terrorist attacks could be similarly equipped.

Installed in combat aircraft, its instant response to direction changes could give pilots a vital time advantage. In a dog fight, a pilot has to wait a few seconds after vigorous manoeuvres for the compass to adjust before a missile can be fired with accuracy.

Ground-to-air missile launchers, which now have to be sited manually on a bearing transmitted by a radar station, would be able to fire immediately the correct bearing is signalled.

Battlefield commanders could also keep a continuous watch on the location of tanks and gun batteries. A map of Britain has been digitized and can be incorporated into the system's software.

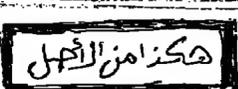
Plessey claims that Pace can direct a motorist to a street in Boston or Baghdad, just as easily as Bournemouth. It takes only 26 minutes to digitize a standard Ordnance Survey map.

Mr Len Robinson, business and marketing executive of Plessey Radio Systems, said last night: "We are investing considerable resources in the marketing and further development of this equipment for a very wide range of applications. It puts Britain ahead of the rest of the world."

An all new range of Russian Lada, cars developed with the assistance of Porsche, West Germany, made its world debut at the Brussels Motor Show yesterday.

A front-wheel-drive hatchback, with 1.3 or 1.5 litre engines, the Escort sized newcomer is being called the Samara in Belgium but no decision has yet been taken on its name in Britain.

Left-hand-drive versions go on sale on the Continent in two months but right-hand-drive models are not expected to reach Britain before the autumn.



PUBLIC SPENDING

Prescriptions rise • University boost • Aid for jobless • Terrorism fight

Aim for stability after first real cut in 10 years

By David Smith
Economics Correspondent

The Government's public expenditure plans show that, after real cuts in spending this year and next, the level of spending is targeted to be stable to 1988-89.

Mr John MacGregor, Chief Secretary to the Treasury said yesterday that spending plans for the current year, within a planning total of £134.2 billion, will be met. This is a 3.5 per cent increase on the cash total for 1984-85 but, after allowing for an overall increase in prices of 5 per cent, is a real reduction of 1.4 per cent.

The last time that public spending was cut in real terms was in 1976-77, under the spending squeeze imposed by

the International Monetary Fund.

The reduction is partly because spending was boosted by £2.5 billion last year by the miners' strike, but only by just over £1 billion in the current year, 1985/86. However, the Treasury says that even allowing for this, a small real cut remains.

The Chancellor will provide an updated picture of the current year's spending on Budget Day in March. Many City economists expect actual spending to breach the planning total, reducing or restoring the currently targeted real cut.

Next year, 1986-87, a real reduction of 0.9 per cent is built into the plans. However, this is mainly due to the big boost to

the expected receipts from privatization, which count as negative public spending.

The sales of State assets, including British Gas and British Airways, are set to raise £4.7 billion in 1986-87, and in each of the following two years. This compares with an expected £2.6 billion in receipts this year. Without this boost to asset sales, public spending would be broadly constant in real terms next year, and in the following two years.

There are real reductions in government capital spending, inside and outside the planning total, capital spending is expected to total £18.8 billion this year, £18.7 billion in 1986-87, £18.7 billion in 1987-88 and £18.7 billion again in 1988-89. In constant 1984-85 prices,

the total is planned to fall from £17.9 billion this year to £17.06 billion in 1986-87, a real drop of 4.7 per cent. In 1987-88, there is a further real cut of 4.2 per cent; and in 1988-89, a 2.1 per cent real reduction.

There have been important changes of priority between departments. Lord Young of Grafton's Department of Employment emerged as the chief victor in the public spending round, gaining a 19 per cent increase in cash spending between 1985-86 and 1988-89.

Next is the Department of Health and Social Security, with a 15 per cent rise in spending on health and personal social services and an 11 per cent increase on social security. Mr MacGregor said

yesterday: "This is a caring government. Social security is a substantial priority."

The Foreign Office, including the overseas aid programme, gets a 10 per cent cash increase over the three-year period.

The losers include the Department of Trade and Industry, with cash spending down 48 per cent and agriculture, down 9 per cent. Housing, after allowances for receipts from council house sales, has a 4 per cent cash reduction, in spite of being described by Mr MacGregor as a priority in the spending round. An innovation in the public expenditure White Paper is the introduction of figures on the new system of departmental running costs. These show that the gross

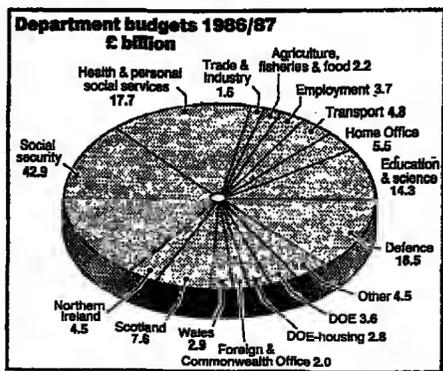
running costs of Whitehall will be £12.52 billion next year, 1986-87, a 5.8 per cent rise on this year's expected total of £12.59 billion.

However, this does not necessarily represent the rise in average civil Service pay. The Treasury has dropped the central pay assumption from its plans.

The White Paper includes large reserves for unforeseen contingencies over the next three years - £4.5 billion in 1986-87, as part of the £1.25 billion on offer over a four-year period.

The overall plans assume that unemployment remains stable at three million and that inflation falls to 3 per cent by 1987.

Leading article, page 15



HEALTH AND SOCIAL SECURITY

Pensioners and disabled to gain from £46bn package

By Nicholas Timmins, Social Services Correspondent

Spending on social security, which makes up about 30 per cent of all government expenditure, is to rise from £41.2 billion this year to just under £46 billion by 1988-89.

Spending on pensioners makes up nearly half that total, with spending on the sick and disabled accounting for a significant part of the remainder.

The numbers who have been unemployed for more than one year stand at 1.3 million, and more people are joining the dole queues without a sufficient contribution record to qualify for unemployment benefits.

Since 1980-81, the rising numbers of unemployed have added £2.75 billion to social security spending, accounting for almost 30 per cent of the extra £9.5 billion spent on social security.

The figures also show big rises in the numbers receiving disability benefits, the result in part of better take-up of the existing benefits, but also probably an effect of rising unemployment.

Disabled people may well find it less easy now to get jobs with unemployment high, and doctors may be more willing to back applications for disability benefits to allow workers to retire early.

The Department of Health and Social Security said yesterday that it was investigating why claimants for invalidity benefits have risen 40 per cent in five years.

The White Paper confirms that pensions and other benefits are expected to rise by only 1 per cent in July, an increase of only 38p for a single pensioner, and 61p for a couple, as the updating date for benefits is moved from November to April to coincide with the Government's social security reforms.

The updating this July will be followed by one in April 1987, which is expected to be a 2.25 per cent increase, with the following updating in April 1988 when the social security reforms come into effect on a 3.25 per cent increase.

Charges for drugs set to rise by 10p

By Nicholas Timmins, Social Services Correspondent

Prescriptions charges look set to rise at least 10p to £2.10 in April, with a further 15p increase to £2.25 next year, figures in the White Paper suggest.

The increases are slightly ahead of the presumed rate of inflation, 1 per cent more this year, and roughly double the expected rate of inflation in 1987-88, but far smaller than the 25 per cent increase last year.

Similar sized increases in dental charges would be needed to match the income anticipated to come from NHS charges, which is expected to rise from £362 million this year to £430 million by 1988-89.

Spending on the National Health Service as a whole is due to rise at about 1 per cent more than the anticipated pay and price increases, allowing the service to cope with the growing numbers of the elderly.

As in recent years money to meet technological advances and otherwise improve services will have to come from efficiency savings, which are expected to total £150 million this year and to be larger again next year. Competitive tendering for laundry, catering and cleaning services is expected to contribute significantly to that, increases.

Capital spending on hospitals is being cut in real terms, with increases of only 2.9 per cent next year, against the expected inflation of 4.5 per cent, and increases in the succeeding two years running just behind the anticipated inflation rate.

Health authorities are expected to raise significant extra sums from the sale of NHS land and buildings, including nurses' homes, with receipts this year running at about £50 million.

Overall 15,000 jobs have been cut from the NHS, almost all of them among ancillary workers, with the number of whole-time equivalent staff employed down to 816,000 from the peak of 829,000 in 1983.

N IRELAND

Terrorism fight is backed

Public spending in Northern Ireland is to increase by 12.5 per cent during the next three years with the figure for 1986-87 representing an increase of £250 million on the previous estimate.

Expenditure is to rise from £4,510 million in 1984-85 to £4,810 million in 1988-89, with the Government giving highest priority to support for law and order in the battle against terrorism; housing; and industrial development.

Scotland will receive £7,573 million from the Government for the next financial year, an increase of more than 5 per cent. Health spending will increase by about £100 million more than originally planned.

The budgets for health and personal social services in Scotland in the coming year will be £2,443 million, rising by 1988-89 to £2,620 million.

Welsh farmers, already reeling under the impact of tighter milk quotas will be told that government grants for their industry will be 27 per cent less in 1986-87 than in the previous financial year. The distortion is not as dramatic as it appears, however, as a change in the timing of EEC rates means they received 20 per cent more premium payments last year.

Total expenditure for 1986/87 is £2,904 million.

Britain's net payments to the European Community are only half as much as they would have been without the hard-fought Fontainebleau agreement and earlier deals.

As a result of the agreement, Britain will be credited an average of more than £1,000 million a year over the next three years.

Plans to hold down spending on the arts and persuade institutions to look for other sources for real increases in their income are confirmed. On present assumptions, spending will increase "slightly more slowly" than the forecast rate of inflation.

The Sports Council's budget to increase participation in sport is to rise from this year's £12 million to £23 million, such of the council's work will be aimed at young people in inner city stress areas.

The council's increased budget is part of a planned 28 per cent rise in government spending through environmental changes from £123 million to £146 million. The largest increase will go to The Nature Conservancy Council, which is to receive £52 million instead of its year's £23 million.

LAW AND ORDER

Cash curb on justice system

By Peter Evans, Home Affairs Correspondent

The steep rise in spending on law and order, seen as a key part of the Government's election strategy, is being reined in. After the Conservatives came to power, expenditure on the criminal justice system doubled from about £2 billion in 1979-80 to about £4 billion in 1985-86.

"The Government has increased substantially the man-power of the police, the probation service and the prison service and has begun the biggest prison building programme to take place this century", the White Paper says.

But spending on the criminal justice system is about to slow. In 1986-87 it is planned to be £4,161.75 million; in 1987-88, £4,207.5 million; and in 1988-89, £4,267.5 million.

Yet the intense pressure on the system is expected to continue. Plans for spending on higher courts assume a continuing increase in criminal business, which is forecast to rise from 77,000 committals for trial in 1984-85 to 95,000 in 1988-89. There has been an overall increase in committals since 1979-80 of 48 per cent.

The Government is no longer funding police expansion at the same rate. Between March 31, 1979, and March 31 last year, police strength grew by 8,983, or 8 per cent to 120,116. The numbers in 1988-89 are planned to be 121,808. But police officers will increase from 44,573 in 1985-86 to 45,660.

The most remarkable feature of the law and order spending programme is the continuing priority given to prison building. The average inmate population is projected to be 50,600 by 1988-89 compared with 46,900 in 1985-86. It rose to 48,000 this financial year.

Since June 1970, 4,700 new prison places have been provided by prison building and refurbishment and a further 4,300 are planned by 1988-89. Since June 1979 three new prison establishments have been completed, five are under construction, a further six are at various stages of design and two are at the feasibility study stage.

Prison service manpower is planned to increase by 1988-89 by 2,905 officers and 613 other staff, to service the refurbished accommodation.

In the passport department in 1984-5 staff costs were £8.3 million more than the Govern-

NATIONALIZED INDUSTRIES

Deficit set to fall despite privatization

By Jeremy Warner, Business Correspondent

The Government is counting on a dramatic improvement in the financial performance of the nationalized industries to help meet its expenditure plans.

It estimated that the total cash deficit of the nationalized industries will fall substantially during the next four years, in spite of the continued privatization programme which is removing some of the more profitable industries from the public sector.

The amount of government finance needed to pay for losses and investment will fall to £2,193 million this financial year from the miners' strike inflated figure of £3,827 million.

Looking further ahead, the Government expects that the cash deficit for the industries will drop to £529 million in 1986-7, £67 million in 1987-88 and that there will be a small surplus of £27 million in 1988-89.

OVERSEAS AID

Famine relief spurs rise of 5%

By Patricia Clough

Britain will be giving more aid to poorer countries over the next three years in response to the sympathy generated by Live Aid and other famine relief appeals.

The figure will go up by 5 per cent to £1,259 million in 1986-87 and by another £100 million and £140 million respectively in the two years following.

The increase for next year is £57 million, which is £17 million more than the Govern-

ENERGY

Coal board set to make a profit by 1990

By David Young, Energy Correspondent

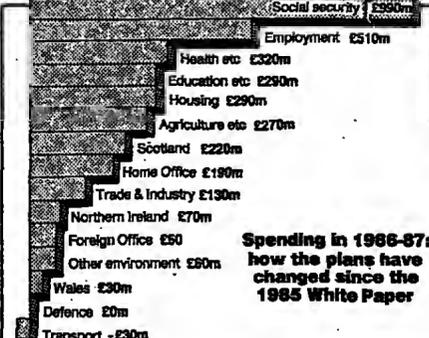
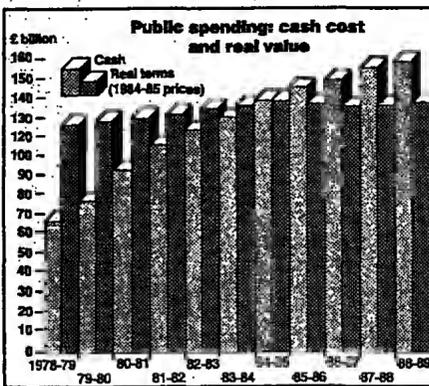
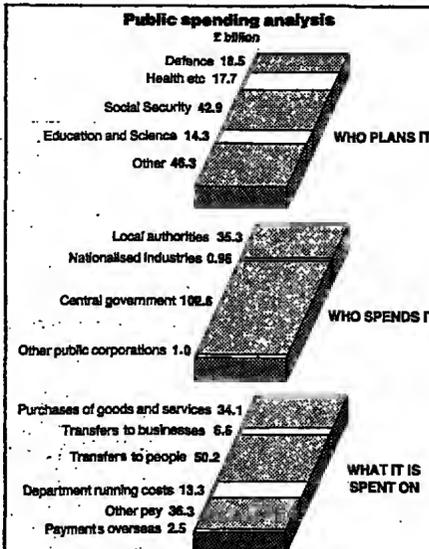
The National Coal Board is expected to convert its recent big losses into profits by the end of the decade.

The State-run energy industries - electricity, coal and nuclear - are expected to be running at an overall profit by 1987-88. British Gas will have moved into the private sector by the end of next year.

The figures published yesterday show that the miners' strike cost the electricity industry a total of £2,020 million in extra oil purchases, but also show that the Department of Energy saw revenue-earner in 1987-88 with a projected income of £550 million.

The Department of Energy will continue to set aside large sums under the redundant 'mineworkers' payments scheme, £514 million in the current year, £486 million next year and then £270 million in 1988-89.

The amount set aside for promoting energy efficiency will increase from £16 million a year in £20 million in 1987-88 and 1988-89.



	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89
Defence	18.5	17.2	18.2	18.5	18.8	18.0
Health and Social Security	42.9	42.9	42.9	42.9	42.9	42.9
Education and Science	14.3	14.3	14.3	14.3	14.3	14.3
Other	46.3	46.3	46.3	46.3	46.3	46.3
Total	122.0	122.7	129.7	142.0	142.4	141.6
% change on previous year	+8.1	+7.8	+5.5	+8.5	+8.5	+8.5

DEFENCE

£360m fall forecast in cost of Falklands operation

By Rodney Cowton, Defence Correspondent

The real value of Britain's defence budget is expected to fall by at least 5 per cent over the next few years. This confirms figures published last autumn showing a small annual increase in defence spending which will rise from about £18.2 billion in the present financial year to £19 billion in 1988-89.

However, on the Treasury's assumption that inflation of the real value of these sums will fall by about 1.2 billion. Because defence spending costs tend to rise by about 1 per cent a year more than the general rate of inflation this Treasury forecast

could be an underestimate. This decline will be partially offset by the fact that the cost of military construction in the Falklands, and of maintaining a garrison there, is forecast to fall from £552 million this year to £192 million in 1988-89.

If spending in the Falklands is included, the real value of the defence budget will decline by roughly 7 per cent by 1988-89, and by about 5 per cent if the Falklands are excluded.

Ministry of Defence sources point out that this is a slow rate of decline from a high plateau. On Treasury estimates defence spending has risen in real terms by about 30 per cent between 1978-79 and 1985-86. On ministry estimates, which take account of the tendency of defence costs to rise more rapidly than the economy as a whole, the increase over the last seven years would be about 20 per cent.

Mr George Younger, the new Secretary of State, is thought to share the view of his predecessor, Mr Michael Heseltine, that this gradual decline can be accommodated without any significant shift in defence policy.

EDUCATION

Increase in funding for universities

By Peter Evans, Home Affairs Correspondent

Selective increases in funding for the universities and research amounting to £20 million a year over the next three years are announced in the White Paper which otherwise envisages reductions in education spending.

Although expenditure on local authorities is being increased by 5.8 per cent in 1986-87 over the allocated total in 1985-86, that is below the amount actually being spent this year. It amounts to £14,320 million, an increase of £300 million over the original allocation.

Figures for spending in 1987-88 and 1988-89 have been calculated by rolling forward next year's figures by two years. Local authorities' capital and revenue budgets are being cut, with the exception of the schools meals service. Spending on meals and milk is to decline from £426 million this year to £280 million next year and in the years thereafter.

The plans assume big cuts in surplus school places and in teacher numbers. The Govern-

HOUSING

Small rise in cash for homes

By Christopher Warner, Property Correspondent

Net public expenditure on housing is planned to increase by a small proportion over the next three years, according to the Department of the Environment's spending estimates.

That is in spite of a reduction in gross capital expenditure, and is the result of a reduction in the estimate of capital receipts from the sale of local authority housing to its tenants.

Capital receipts are forecast to continue at a very substantial level, although below that of the past years, because many tenants who wish to buy their own homes will have done so already.

The result is that gross capital spending for 1986-87 of £3,253 million is reduced by capital receipts of £1,480 million to a net £1,652 million. For 1987-88, capital receipts of £1,480 million reduce the gross total of £3,210 million to a net £1,730 million, and in 1988-89 capital receipts (£1,340 million) reduce the gross capital figure of £3,110 million to £1,770 million.

With total current expenditure planned to remain at £1,100 million, the expected outturn for the present year, the department's total spending on housing is expected to increase from £2,742 million in 1985-86 to £2,752 million in 1986-87, £2,830 million in 1987-88 and £2,880 million in 1988-89.

Gross provision for public expenditure on housing in 1986-87 of £4,350 million shows an increase of £330 million over the provision for 1985-86, while the net figure of £2,752 million represents an increase of £220 million over previous spending.

Relief on mortgage interest payments costs the Inland Revenue £4,750 million a year, according to the White Paper.

EMPLOYMENT

Expansion of aid for young

By David Felton, Labour Correspondent

Spending by the Department of Employment next year is set to rise by £4 million largely because of expanded programmes to help the young and the long-term unemployed.

Total extra spending on the Community Programme (CP) which provides a year's work of value to the community to those out of a job for more than 12 months, and on the establishment of a two-year Youth Training Scheme (YTS), amounts to around £600 million.

There will be some savings, mainly from the decision to abolish redundancy rebate payments to all companies, except those with less than 10 employees. That payment costs £200 million annually.

The department's budget is expected to rise to £3,741 million in the next financial year as the Government seeks to cut unemployment before the next election.

But spending this year is likely to be around £25 million lower than expected because the planned expansion of CP from 30,000 to 230,000 places by May is likely to fall short by 10,000 places. The larger scheme is planned to cost £711 million compared with £581 million last year.

The YTS expansion from April means that around 395,000 youngsters will join the scheme at a cost of £790 million. It is to be widened to provide a two-year programme of vocational training for unemployed school-leavers. For the first time 17-year-olds will be given the opportunity of a year's course.

The Enterprise Allowance Scheme is to be expanded from 64,500 to 80,000 places and about £5 million extra is to be spent on expanding tourism,

LOCAL AUTHORITIES

Overspending by councils despite squeeze

By Hugh Clayton, Environment Correspondent

The councils, after years of centrally imposed squeezes, are still spending far more than the Government thinks they should. Most of the "overspend" on current account has been in Labour's urban heartlands.

The White Paper says that spending by councils per head of population has increased by 13 per cent in London since 1978 and by nine per cent in other main English metropolitan areas. Comparable increases elsewhere were 11 per cent in Scotland, one per cent in Wales and 1.5 per cent in the English shires.

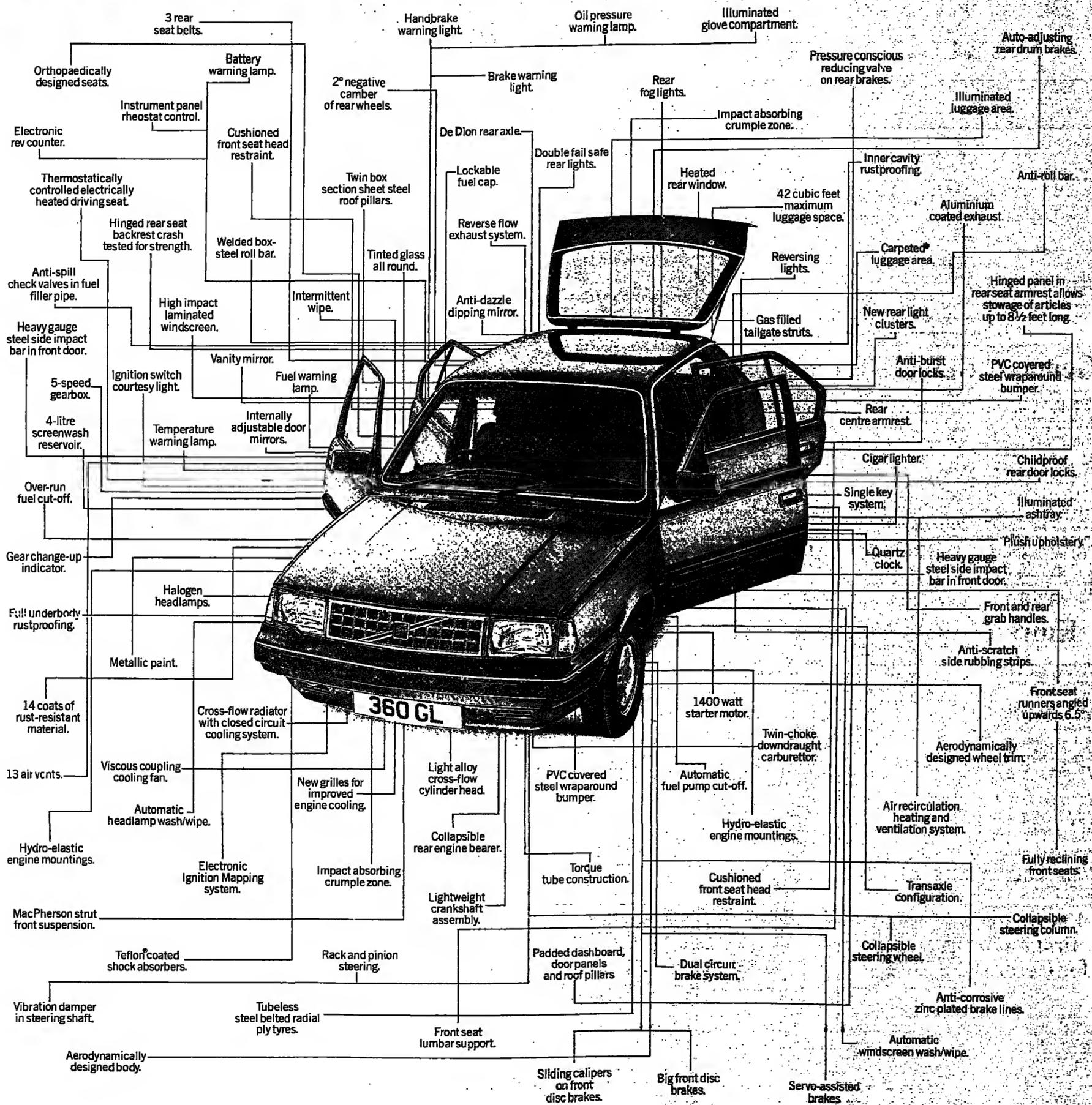
Councils in Great Britain expect to spend about £1.100 million more this year than the Government wants. That figure refers to current spending, which is financed from rates and government grants, and is about the same as in 1984/85.

The Government expects total council spending to be slightly lower in 1986/87 than in the present financial year.

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Coup attempt denied after Lesotho troops ring Prime Minister's offices

From Ray Kennedy, Johannesburg

Troops of Lesotho's paramilitary force threw a cordon around the offices of Chief Lesaba Jonathan, the Prime Minister, in the capital, Maseru, for five hours yesterday, but last night the government denied that there had been an attempted coup.

However, sources within the Government insisted that a power struggle was taking place. Mr Desmond Sisisane, Lesotho's Minister of Information, said last night that there was "nothing astonishing" in the military movements, which were part of an exercise to check security.

He added that they were not in any way connected with the tough border clampdown Pretoria has imposed on the tiny, mountainous kingdom which is totally dependent on South Africa for essential supplies.

The developments came after the arrests on Tuesday of five Lesotho opposition leaders who held talks last week with Mr R. F. Pik Botha, the South African Foreign Minister.

The state-controlled Radio Lesotho claimed the five had provided South Africa with advice "on how the Government of Lesotho could be brought down."

Last September Chief Jonathan cancelled a general election after the opposition Basuto Congress Party refused to contest it claiming it would be rigged. It would have been the first poll in Lesotho since 1970 when Chief Jonathan declared the results of its first post-independence election null and void.

Yesterday about 100 men of

the paramilitary force surrounded the Prime Minister's residence and the offices of other cabinet ministers in the centre of Maseru, and ordered clerical staff to leave. Workers scurried into the streets as the troops began systematic searches of offices.

The whereabouts of Chief Jonathan and King Moshoeshoe II, the head of state, who were to have met for lunch, were not immediately known.

South Africa began its border blockade on New Year's Day after the United Nations Security Council condemned it for an armed raid into Maseru last month in which nine people, six of them members of the outlawed African National Congress (ANC) were killed.

South Africa denied Lesotho's claim that its troops were involved and the Lesotho Liberation Army, the militant wing of the congress party, which Lesotho claims operates from the adjoining Orange Free State, claimed responsibility.

According to South Africa, the clamp-down on the border traffic became necessary because of evidence of an ANC build-up in Lesotho and the refusal of Chief Jonathan's Government to sign a pact with Pretoria aimed at forcing the ANC to abandon Lesotho as a launching pad for guerrilla raids.

Sir Patrick Moberly, British Ambassador to South Africa, yesterday met Mr Ron Miller, Deputy Foreign Minister, to deliver a British Government message over the border closure and the resulting hardship for Lesotho.

An embassy spokesman said the message could "certainly not be described as a warning" and Sir Patrick's call "on instructions from London" was "to express the view that we hope that the restrictions on border traffic would be lifted and that both sides should embark on dialogue to resolve their differences."

Mr Botha, the Foreign Minister, reacted with typical bluntness and said the border measures had been instituted because Lesotho was prepared to accommodate terrorists.

"I would welcome it if the British Government could approach the Lesotho Government on this important matter," he said. "At the same time it can also put pressure on the Lesotho Government to hold free elections."

Late yesterday, several hours of the cordon around Chief Jonathan's residence was lifted, the paramilitary troops were still patrolling Maseru in armoured personnel carriers.

Tension in the small capital, which is adjacent to the border, remained high and South African refugees were reported to be fearful that they might be arrested and expelled from the country.

Government officials were drawing up a list of emergency supplies they hope will be airlifted into the country.

Petrol has already been rationed and food stocks are running out. Electric power supplies from South Africa have been cut and the South African post office has stopped handling Lesotho mail, according to Government officials.



Queen Beatrix of the Netherlands and her husband, Prince Claus (right), receiving a traditional Indian welcome in Allahabad yesterday, during a 10-day tour of the country. With them is Mr Rajiv Gandhi, the Indian Prime Minister.

Poll says Solidarity support is waning

From Roger Boyes, Warsaw

Only about 5 per cent of Polish adults support the political opposition to communism, an increasing number are disavowing their former allegiance to Solidarity and many more are turning against President Reagan and the United States.

That snapshot of Poland was presented yesterday by the Warsaw Government's chief opinion poll sampler, Colonel Stanislaw Kwiatkowski, who declared that many of his questionnaires showed that Poles were worrying more about economic problems than about political divisions. His findings also revealed that the Army now commanded more confidence as an institution than the Catholic Church and that General Jaruzelski, recently appointed Head of State, enjoyed a 71 per cent popularity rating.

The outlawed Solidarity union will almost certainly dispute Colonel Kwiatkowski's analysis of the state of opposition. Some 500 people were involved in gathering the information, the colonel said, and though there was a high percentage of refusals when passers-by were approached in the streets, many Poles questioned in cafes or their places of work were co-operative. The samples were representative, he emphasized.

To gauge the number of people opposed to the Government, the centre collated answers to several questions, for example: "What would have to be done to change Poland for the better?" Those who replied: "Change the Government" or "Change the system" or replied in a similar vein to other questions, were assessed as supporters of the opposition. They amounted to 4.5 per cent.

That would mean that more than a million Poles were oppositionists - there are 26 million adults in Poland - but Colonel Kwiatkowski emphasized: "Not everybody who answers critically can be considered an outright rebel."

It seems clear that not everybody answered honestly about their loyalty to Solidarity. Last September 27 per cent of adult Poles told Colonel Kwiatkowski's questionnaire that they were members of Solidarity before the declaration of martial law in 1981. By December last year that number had dropped to 33 per cent.

Some 47 per cent of the nation favoured punishing political opponents, 22.2 per cent were against such penalties. President Reagan's popularity had dropped considerably over the past few years, the colonel said. Only 3.3 per cent preferred President Reagan's approach to the Soviet leader, Mr Mikhail Gorbachov. Mr Gorbachov carried a 35.5 per cent approval rating for his Gdansk presentation.

Kennedy flees mob in Chile

Santiago, Chile (AFP) - Senator Edward Kennedy, who intends to meet only opposition groups, had to use a military police helicopter to avoid right-wing, pro-Pinochet demonstrators who blocked his exit route from the international airport here with their cars, hurled eggs, and attacked opposition figures.

The chairman of the Chilean Human Rights Committee, Señor Jaime Castillo, was injured in clashes and the car of the Christian Democrat leader, Señor Gabriel Valdés, was battered with stones and sticks.

Moscow puts stability first as it takes sides in Aden battle

By Robert Morris

It is typical of the convoluted politics of South Yemen that an attempted coup by a pro-Soviet faction should be branded "counter-revolutionary" by Tass, the official Soviet news agency.

Yet this appears to be the fate of Abdum-Fatih Ismail, the former President of South Yemen reportedly executed on Monday, and his attempt to unseat his successor, President Ali Nasser Muhammad.

South Yemen, once a British colony sustained by Arab princes and boasting the thriving Middle Eastern entrepot of Aden, acquired independence in 1967, and has since adopted a more or less solidly pro-Soviet stance.

But Soviet policy in this area of the Middle East has shifted gradually over the past few years towards the maintenance of stability, even at the expense of Marxist ideology.

Thus in May 1984 when neighbouring North Yemen was threatened by left-wing guerrillas, the Soviet Union's response was to supply the Government with more arms and military advisers.

North Yemen, which Yemen, which 20 years ago was a bogey country in Western eyes for its republican tendencies - when South Yemen and parts of the north were still royalist and conservative - has since moved towards a posture of resolute neutrality, still friendly with Russia but anxious to reach agreement with its pro-Western neighbours in Saudi Arabia and Oman.

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Pakistan downs Afghan jet

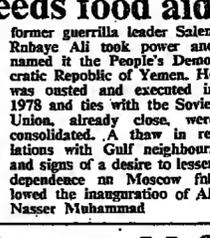
Islamabad (Reuters) - Pakistani border guards shot down an Afghan MiG21 jet when it crossed Pakistan's air space on Tuesday, with three other planes, officials in the frontier city of Peshawar said yesterday.

The officials said the fighter crashed on the Afghan side of the mountainous border after being hit by anti-aircraft fire near Kharlachi, 95 miles west of Peshawar.

State that needs food aid

The People's Democratic Republic of Yemen (South Yemen), estimated population 2.2 million in 1983, is one of the poorest Arab countries, with 1981 per capita income estimated by the World Bank at \$460 (£320). Less than one per cent of the total land area is cultivated and food aid has been needed.

Aden was held by the British from 1869 to 1967. In 1969 the former guerrilla leader Salem Rubaye Ali took power and named it the People's Democratic Republic of Yemen. He was ousted and executed in 1978 and ties with the Soviet Union, already close, were consolidated. A thaw in relations with Gulf neighbours and signs of a desire to lessen dependence on Moscow followed the inauguration of Ali Nasser Muhammad.



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Race ruling could free killers

From Michael Binyon, Washington

Blacks cannot be legally convicted if the grand jury indicting them deliberately excludes members of their own race, the Supreme Court here had ruled. It had therefore overturned the conviction of a California man imprisoned since 1963 for the brutal murder of a 15-year-old girl.

The 6-3 ruling could open the way to reversing the conviction of thousands of murderers and other criminals who could show that their own juries sending them to trial did not contain members of their own race. In this case, the decision does not necessarily free the prisoner, Booker T. Hillery, because the justices ruled that his subsequent trial and conviction by a trial jury was fair. Legal experts doubt whether the ruling will lead to the actual release of criminals from minority groups.

The justices unanimously affirmed that the exclusion of blacks from a grand jury was unconstitutional. But they disagreed on whether this violation, if black defendants' rights invariably meant their convictions should be overturned.

Justice Thurgood Marshall, speaking for the majority, said a grand jury with strong evidence of a defendant's guilt might be affected by its racial composition in deciding whether to charge a greater or lesser offence, especially in charges carrying death penalty.

Arguments on this very point of view were at the heart of a case heard by the court on Monday which is potentially more far-reaching. This was an appeal by the state of Arkansas against a lower court ruling that states do not have the right to disbar jurors who would refuse to convict a murderer if he faced the death penalty.

If Arkansas, one of 33 states vetting potential jurors, loses, many of the 1,500 people in death rows throughout the US could demand retrials.

Christians in Beirut tank clashes Gemayel fighters force a truce

Beirut (Reuters) - Rival Christian militias have agreed on a cease-fire to halt bloody tank and artillery battles that raged in east Beirut for at least 10 hours yesterday, the Christian Voice of Lebanon radio said.

The radio, now controlled by Phalangist fighters loyal to President Amin Gemayel, said the truce came after intensive peace efforts by the Phalangist party leader, Mr Elie Karameh.

Despite the truce, steady machine gun fire continued in the eastern sector as followers of "Lebanese Forces" militia chief, Mr Elie Hobeika battled with those of his hardline chief-of-staff, Mr Samir Geagea.

Christian political sources said Mr Hobeika was trapped in his east Beirut headquarters by

Mr Geagea's men and the former militia commander, Mr Fuad Abu Nader, was negotiating a cease-fire.

Asked about reports that Mr Hobeika had been killed, Mr Abu Nader said: "He is alive and we hope he will stay alive."

He added that pro-Syrian militias had attacked President Gemayel's mountain village of Bifaya 11 miles north-east of Beirut. "The Syrians at the moment are trying to put on a bit of pressure in an attempt to relieve pressure on the forces of Mr Hobeika."

Tanks, heavy artillery and heavy machine guns were used in battles that erupted in east Beirut and its hinterland at dawn.

The fighting stems from disputes over a Syrian-brokered

agreement. Mr Hobeika signed on October 28 with Druze and Shia Muslim militia leaders an attempt to end Lebanon's civil war.

Mr Gemayel has refused to endorse the pact, which reduces the President's powers and gives Muslims more political weight.

The Pope appealed from the Vatican to Lebanon's Christians to stop fighting each other, saying their common faith should encourage harmony.

The Christian political sources said Mr Hobeika's men, realizing that the battle was not going their way, had asked Mr Abu Nader to act as mediator.

Residents said Mr Geagea sent 60 tanks and troop carriers, down the coast road as fighting flared at the Lebanese Forces' east Beirut headquarters.

German hunt

Bonn (Reuters) - A West German NCO with access to classified information has been missing from his army unit in Munich for three weeks, the Defence Ministry announced, but it was too early to speculate whether the man had defected to the East. The man's wife and son were also missing.

Short shuttle

Washington - The Columbia shuttle, 25 days late taking off, is cutting short its five-day scientific mission by a day and returning this morning to take advantage of the good weather forecast at the Kennedy space centre landing site in Florida.

Train attacked

Maputo (Reuters) - Rebels opened fire on a passenger train travelling from South Africa to the Mozambique capital of Maputo, seriously wounding seven people, the official news agency reported.

Right to bite

Bahrain (Reuters) - A Bahrain court has declared a man who bit his mother-in-law in a row over moving house not guilty of assault, accepting his plea that he bit her in self-defence.

Kuwait keeps Waite at bay

Mr Terry Waite, the Archbishop of Canterbury's special adviser, will not be allowed into Kuwait to discuss the case of four American hostages kidnapped by Shia extremists in Lebanon, sources confirmed here yesterday.

It is understood that Mr Waite would be welcome to visit Kuwait but not to take part in any discussions linking the fate of the Americans with that of 17 Shia serving prison sentences for bombings in 1983 in which the US and French embassies were among the targets. Four people were killed in the American embassy compound.

Kuwait refuses to see any link between terrorist offences committed here for which, it is said, the defendants were sentenced after a fair trial, and extremist acts committed by

Shia fundamentalists in Lebanon.

Mr Waite's humanitarian mission was not raised by Sir Geoffrey Howe, the Foreign Secretary, during his talks here yesterday.

Kuwait, the most sensitively placed Gulf state, was the final stop for Sir Geoffrey on his three-nation Middle East tour. He arrived here from Saudi Arabia yesterday and later left for London.

Anxieties about the Iran-Iraq war are particularly acute in Kuwait, which is only 30 miles from the frontline and in the past has suffered Iranian air attacks on its territory.

Kuwait is the most liberal Arab state, with an elected Assembly, 66 newspapers and magazines which sell abroad as well as among the local population of two million, and by far the largest Palestinian

population in the Gulf. But there is serious concern about security, internal as well as external. Sheikh Jaber al-Ahmed al-Jaber al-Sabah, the Amir of Kuwait, narrowly survived an assassination attempt last May.

Sir Geoffrey congratulated him on his escape during a "common" political speech which the Foreign Secretary emphasized the need for an international stand.

The Amir said he saw no prospect of an end to the Gulf war, and suggested that the two superpowers could do more to try to halt it. Sir Geoffrey replied that the influence of the superpowers must not be overestimated, but he assured the Ruler, and Sheikh Sabah al-Ahmed al-Jaber al-Sabah, the Foreign Minister, that as far as Britain was concerned the Gulf conflict was not a forgotten war.

Chun says Seoul at crucial point

From David Watts, Tokyo

President Chun Doo Hwan believes that South Korea is at a "crucial point" in its national history, and must have a peaceful change of government when his term expires in 1988.

"The future of democracy in the country depends upon whether a tradition of peaceful change can be established at that time" he told a function celebrating the fifth anniversary of the founding of his Democratic Justice Party in Seoul.

He also designated the holding of the Asian Games this year and the Olympics in 1988 as "national tasks". Success in holding both these events would ensure South Korea's place in the community of advanced countries.

"By doing so, the whole nation's stabilized development will follow and our supremacy over North Korea will be confirmed, with brightened prospects for the Fifth Republic's achievement of reunification."

In an apparent swipe at the opposition's signature campaign, calling for revision of the constitution, President Chun called it "deplorable" that there had been signs of the revival of the politics of "agitation and unlawfulness" in some sectors.

After the President's address the meeting passed a resolution pledging to "smash any attempt to disrupt constitutional rule."

The Government, meanwhile, indicted seven opposition politicians after two days of interrogation in connection with a scuffle in the National Assembly last December. The indictments were immediately criticized by the opposition New Korea Democratic Party, which had been under the impression that a political rather than a legal way out of the impasse would be found.

Although 17 members of the party have been questioned and there may be further indictments, three further opposition members are awaiting trial on criminal charges.

Israel says Soviet Navy ready to warn allies of attack

From Ian Murray, Jerusalem

The Soviet Union has increased naval activity in the Mediterranean in expectation of an Israeli attack on Libya and will warn "countries who host terrorism" if Israel attempts to mount a military operation against them according to Mr Yitzhak Rabin, the Israeli Defence Minister.

Speaking to an international colloquium on the Jewish press, Mr Rabin said that there was much more activity by the Soviet fleet in the Mediterranean at the moment "to make sure that they can give a warning if something starts from Israel."

He said that Israel would still

Gadafi sees crisis with US receding

After two weeks of mutually abusive rhetoric between Tripoli and Washington, Colonel Gadafi, the Libyan leader, has been gently suggesting to Libyans that the crisis with the United States may have receded, at least for the moment.

In a speech to the Arab People's Congress - the officially-sanctioned "parliament" in Tripoli - he hinted that even if there was a military conflict between the two nations, it would probably be at sea "hundreds of miles from Libya."

At the start of his visit to Tokyo Mr Eduard Shevardnadze, the Soviet Foreign Minister, told his Japanese counterpart, Mr Shintaro Abe, that the Soviet Union considered SDI part of the arms race. While Moscow did not expect Japan to be critical of SDI, it was hoping to encourage the Japanese to stay out.

Mr Shevardnadze is clearly

contingent to attack the perpetrators of terrorist acts, but not necessarily immediately after an atrocity such as the attacks on Rome and Vienna airports. "We are not going to do the expected," he said. "But we will still continue to fight one long, hard war against terror."

He warned that no country which in any way supported terrorist organizations would have an excuse for immunity, "from the craziness of Libya to the weakness of Tunisia."

The biggest military threat to Israel came from Syria, he said. "But Syria should know that Syria alone does not present a

real threat to the very existence of Israel. At the same time, we cannot trust their logic to see things that way and we must be prepared to fight."

He continued: "I believe that any war we are forced to fight, we will win."

● SUEZ: The US aircraft carrier Saratoga entered the Suez Canal from the Red Sea yesterday morning, heading for the Mediterranean to give the United States two carrier groups in the region (AP reports).

● ISTANBUL: A Soviet navy guided missile cruiser and a frigate passed through the Bosphorus early yesterday en route to the Mediterranean.

Energetic first day for Cerezo

From John Carlin, Guatemala

Less than 24 hours after assuming power, President Cerezo of Guatemala yesterday met the presidents of Nicaragua, El Salvador, Panama and Colombia, thereby dramatizing his desire to play a dynamic role in the search for a Central American peace formula.

The meeting, due to end late yesterday, was at the invitation of President Cerezo, who had said in his inaugural address on Tuesday that Central American peace was a priority that he would pursue energetically.

President Cerezo was expected to urge on the Presidents the importance of the Central Americans trying to resolve their problems on their own without foreign involvement.

His plans for the Central American region are ambitious, but those for his own country, essentially aimed at institutionalizing civilian democratic rule, are felt by some to be almost impossible. One diplomat said yesterday that he would not bet on Señor Cerezo completing more than two years of his five-year term.

The biggest problem Señor Cerezo is, the Guatemalan army, a notoriously ruthless, coup-prone institution watching



President Cerezo of Guatemala (left) taking the oath of office, watched by his wife, Raquel, and the President of Congress, Señor Alfonso Cabrera.

warily from the wings after 31 years of virtually uninterrupted rule.

The Army has already made one point very clear to Señor Cerezo: it will not tolerate any investigation into the tens of thousands of murders and "disappearances" denounced by human rights groups that world never in recent years.

A law was approved by Congress, just four days before Señor Cerezo's inauguration,

providing an amnesty for all those suspected of committing "common" or "political" crimes since March 23, 1982, the date on which General Efraim Rios Montt carried out a coup and initiated a bloodbath against alleged collaborators of the country's left-wing guerrillas.

Diplomats have said this remarkable law was part of a deal which Señor Cerezo made with the outgoing head of

Government, General Oscar Mejia Victores, aimed at basing the possibility of any Argentine-style retribution against the Army.

President Cerezo has made clear that he is well aware of the limits on his power and will not pursue "revenge" as he puts it. He has, however, spoken bravely against the Army, denouncing the "tyranny" it presided over

Shevardnadze presses Tokyo on SDI

From David Watts, Tokyo

The Soviet Union has called on Japan to consider carefully where its own interests lie before making a decision to join the American Strategic Defence Initiative (SDI).

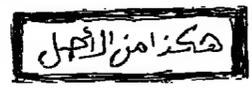
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Mr Shevardnadze is clearly

now seems content to repeat his threat to strike America "with its own weapons" - economic sanctions - while agreeing that the immediate danger of open conflict is over.

He has ordered military recruits, especially those from the Army and Air Force, to report for duty while accusing conscripts who stay at home "near their mothers and grandmothers" of being "traitors and cowards".

Mr Shevardnadze, opening the Soviet Union's first discussion with a Japanese Foreign Minister since 1978, said political dialogue with Japan was very important and he believed there was great potential for the development of good relations with Japan. He hoped things would proceed in a constructive and candid atmosphere.



Mitterrand and Kohl will seek to intensify military links at summit

By choosing Baden-Baden, headquarters of the French troops, stationed in Germany, for their first summit meeting of 1986 today, President Mitterrand of France and the West German Chancellor, Helmut Kohl, hope to underline the importance of the Franco-German military cooperation for the defence of Europe.

After a difficult year for bilateral relations, darkened notably by differences over the US Strategic Defence Initiative, the European Defence Initiative, the General Agreement on Tariffs and Trade, and the reform of the European Monetary System, the two leaders are determined to chase away the clouds and, in the words of their two Foreign Ministers, "to make 1986 the Franco-German year for Europe."

With the threat of direct West German participation in SDI now removed, the two countries intend to concentrate on much closer bilateral military cooperation with the possibility of discussions on a joint anti-missile defence on the agenda. France continues to insist, however, that there is no

From Diana Geddes, Paris

question of extending the French nuclear umbrella automatically to cover West Germany.

The Germans are nevertheless clearly excited by the possibilities opened up by closer cooperation. Herr Hans-Dietrich Genscher, the West German Foreign Minister, spoke in Bonn last week of Franco-German cooperation in defence becoming the "nucleus of a European defence policy."

Without such cooperation, he went on, "the Europeans must be satisfied for the indefinite future with an unbalanced domination by the superpowers and by an anachronistic, bipolarized world totally oriented towards Washington and Moscow. That would be in accordance neither with our hopes nor our interests."

Herr Genscher also expressed the view that "fresh interests in security matters are inseparable from those of the Federal Republic," adding that those interests "do not start only at the Rhine, but already at the Elbe."

M. Paul Quilès, the French

Defence Minister, announced plans last week for a big Franco-German military exercise next year involving 150,000 men, including the 45,000 members of the newly-formed French Rapid Intervention Force, and 45,000 men from the French Second Army stationed in Germany.

It will constitute the largest joint military exercise undertaken by the two countries since the Second World War.

Describing himself as "very satisfied" with Franco-German military co-operation, M. Quilès said 20 important bilateral exercises had already taken place last year, as well as a further 50 or so small-scale joint manoeuvres below regimental level. There had also been a considerable exchange of senior staff, military instructors and training officers.

Apart from intensifying their military co-operation, France and West Germany will also be seeking this year to revive their traditional joint role as the "motor of Europe", and to launch new bilateral projects in industry, technology and defence.



Victims of the Mali desert helicopter crash (left to right): Francois-Xavier Bagnoud, the pilot; pop star Daniel Balavoine; Nathalie Odent, a Paris reporter; and Thierry Sabine, the Paris-Dakar rally organizer.

Five die in Paris-Dakar rally air crash

Paris (AP) - Thierry Sabine, founder and organizer of the Paris-Dakar rally, and three others were killed on Tuesday in a helicopter crash in the Mali desert, M. Sabine's Paris office announced yesterday.

It said that in accordance with Thierry Sabine's wishes the 9,300-mile rally would continue to its finish at Dakar, on January 22.

A statement said the helicopter crashed five miles from Gonne-Bahons, about 60 miles from Timbuktu and the end of the day's stage from Niamey in Niger. M. Sabine, it added, was flying low to ensure the safety of competitors after a heavy sandstorm had blown through the day.

A reporter for the French radio station Europe No1 who visited the crash site said the helicopter apparently hit a sand dune after flying some 90 miles over completely flat country.

The craft disintegrated and the bodies of the occupants were flung out, he said.

M. Sabine, aged 36, a veteran of desert exploration by car, founded the Paris-Dakar rally eight years ago, and it has grown into a big adventure event, outside the framework of world championship rallying.

This year he had some 520 entries from car, motorcycle and lorry competitors and some 480 actually started from Versailles, near Paris on January 1, facing the worst African terrain of deserts and

Other victims of the crash were named as Nathalie Odent, aged 25, a reporter for the Paris Sunday newspaper *Journal de Dimanche*, radio journalist Jean-Paul Le Febvre, and the pilot, Francois-Xavier Bagnoud.

M. Gerard Fusil, a French radio reporter who went to the crash site, said he understood the helicopter had landed once, in a bad sandstorm, and then took off, following the headlights of a competing car.

"Unfortunately, they didn't apparently notice the car was climbing up the first sand dune, about 30 yards high, after the 95 miles of flat country. The helicopter hit the sand dune and disintegrated. They were killed instantly."

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Britons top European immigrant list in US

From Michael Hyman, Washington

Britain was the only European country among the top 10 sending immigrants to the United States in 1984, according to the latest statistics from the US Immigration and Naturalization Service.

Immigrants from Britain were the ninth largest group, numbering 13,949 out of the total legal immigration of 43,903.

The total was slightly down on the 1983 figure of 559,763, but the top four on the list remained unchanged: Mexico, with 57,557 immigrants, the Philippines, 42,766, Vietnam, 37,236, and South Korea, 33,042. India came next, overtaking China, which had been in fifth place in 1983. In sixth place was the Dominican Republic, followed by Jamaica, Britain and Iran.

Britain has been the leading European source of immigrants for the past nine years, overtaken last in 1975, when Portugal headed the list. In fact Britain sent more immigrants in 1983 - 14,830 - but ranked twelfth on the list. The figure has remained fairly constant suggesting that ties of culture and language have more to do with the trend than any sudden worsening in the economy, the usual reasons for large-scale emigration.

The next largest group of white immigrants in 1984 was West Germany, with 6,700, followed by Poland, with 6,400. The Soviet Union has also been high on the European list in recent years, as a large number of Soviet Jews settled in the US, changing their status from refugees to immigrants.

The statistics show the continuing trend of immigration from Asia and Latin America rather than Europe.

Court ruling bars Greens from secrets committee

From Frank Johnson, Bonn

West Germany's left-wing environmentalists, the Greens, were yesterday the subject of a dispute about whether their MPs could be trusted with confidential information about the country's secret services.

The Federal Constitutional Court at Karlsruhe, by a vote of 6-2, had rejected a complaint by the Greens about their having been excluded from the parliamentary committee on the budget. One of the committee's powers is to oversee the financing of the intelligence services.

The composition of the committee is ultimately determined by vote of the parliamentary majority, which at the moment is in favour of keeping the Greens off it.

Most participants in the quarrel, for and against, yesterday showed signs of relaxing the row - except, perhaps, the social democratic (SPD) leadership, which wants to fight a moderate election campaign next year and is worried about any identification with radicals.

SPD people however, went through the motions of condemning the decision.

Herr Otto Schily, one of the best-known Green MPs, said the court's action was "a defeat for parliament". Other Greens pointed out with glee that the recent security scandals, such as the defection to the East of the counter-espionage official, Herr Hans Jochen, and spying by an alarming number of secretaries in sensitive departments, had nothing to do with the Greens.

The benefit of their more radical followers, the Greens were able to depict the ruling as an example of the way bourgeois institutions conspire against them. Christian Democrat politicians phrased that another way by claiming that the court ruling justified the belief that the Greens owed no allegiance to the Federal Republic's institutions.

The court's judgement said that there were "compelling reasons" why "the public welfare" required that the proceedings of the committee, when dealing with the secret services, should be confidential. Some newspapers, including the liberal *Frankfurter Rundschau* which deplored the court's action, pointed out that the Greens had only themselves to blame because many of them said that the state should not have any secrets.

Dublin asks EEC for contribution

From Richard Owen, Strasbourg

Mr Dick Spring, Deputy Prime Minister of the Irish Republic, yesterday appealed to the EEC to contribute to a proposed international fund for economic reconstruction in both Northern Ireland and the Irish Republic to back up the Anglo-Irish Accord, signed last November.

An Anglo-Irish delegation is visiting the United States to seek American contributions to the fund. Mr Spring, addressing the Socialist group of the European Parliament, said he hoped the Americans would offer between \$250 million (£170 million) and \$500 million, and that the EEC would also make a substantial contribution.

Mr Spring said violence in Northern Ireland and border areas over the years had brought about destruction of property, unemployment and economic depression "on a scale almost unimaginable in any other part of Europe".

He said the international fund would supplement the efforts of London and Dublin to promote economic recovery, with projects falling into three categories: reconstruction in Ulster, cross-border projects and aid to areas south of the border affected by the troubles.

Mr Spring added that such aid should be unconditional and there was no question of the United States demanding endorsement of its sanctions against Libya before providing money for the proposed fund.

Gorbachov undermines Brezhnev's man Anti-corruption drive reaches Ukraine

From Christopher Walker, Moscow

The ruthless purge of inefficient Communist Party officials ordered by the new Kremlin leader, Mr Mikhail Gorbachov, has now spread to the Ukraine, the power base of Mr Vladimir Shcherbitsky, one of the few remaining members of the Brezhnev old guard left in the ruling Politburo.

Mr Shcherbitsky, aged 67 is a Ukrainian born into a Ukrainian worker's family. A close friend of Mr Brezhnev, he is credited during his long career (he joined the party in 1941) with having done much to prevent any major upsurge of Ukrainian nationalism. He took over as party chief in the Ukraine in 1972, a year after becoming a member of the Politburo.

Pravda disclosed this week that several senior Communist Party officials had been sacked or reprimanded after a special meeting in Kharkov, the second largest city in the republic - which until now has managed to avoid the sweeping changes in the bureaucracy since Mr Gorbachov came to power last March.

The latest dismissals were seen as of particular significance because they came in the run-up to next month's party congress at which it is predicted that Mr Gorbachov will work to engineer the replacement of Mr Shcherbitsky and two other Politburo members, Mr Viktor Grishin, the recently retired Moscow party chief, and Mr Dimnikhamed Kunayev from Kazakhstan.

Recently, Mr Shcherbitsky increased his vulnerability by voicing veiled criticism of Mr Gorbachov to a speech which looked like a generally positive tone of public commentary inside the Soviet Union about the outcome of last November's Geneva summit. At the time he called for a Soviet military build-up and provoked uncertainty about the level of support he had within the party.

According to Pravda, the Kharkov meeting was called to discuss mistakes in the running of the region's economy and "violations of party discipline". The seriousness of the investigation was demonstrated by the decision of the Soviet Union's chief prosecutor, Mr Alexander Rekunov, to travel from Moscow to attend.

Mr Rekunov, aged 65, is the author of a hard-hitting attack on corruption which appears in the latest edition of *Kommunist*, the party's monthly journal. He claimed that in the 1970s and early 1980s, the later years of the Brezhnev era, some party chiefs had permitted corruption and profiteering to become widespread.

"One has to say frankly that unpleasant trends have arisen. The problems of drunkenness, parasitism and unearned income were aggravated", the chief prosecutor wrote.

The main reason given for the discipline meted out in the Ukraine was production losses of up to 200 million roubles (£185 million) in the region's important vehicle-building industry over the previous five years. Agriculture output was also reported to be seriously below target and the construction sector criticized for the poor quality of new schools and hospitals.

The diplomats have been watching for signs about how soon Mr Gorbachov, aged 54, will be able to eliminate the remaining opposition in the Kremlin hierarchy. There have been recent hints from US sources that he was encountering some difficulty.

The position of Mr Grishin in the 12-strong Politburo has already been undermined by his enforced retirement from his influential position as chief of the Moscow city party, and his chances of holding on to his seat for much longer are considered slim.

Those who believe that the position of Mr Shcherbitsky is also seriously in question note that the campaign against Mr Grishin began with outspoken criticism of officials operating within his party power-base.

Palestinian smuggler gets 7 years

Larnaca, Cyprus (Reuters) - A court here jailed a 26-year-old Palestinian, Sami Anis Nakeen Nasry, for seven years after he admitted trying to smuggle arms hidden in Chianti wine bottles on to a Swissair flight to Jordan on December 17.

Tamil tea workers win status battle

From Vijitha Yapa, Colombo

Sri Lanka's decision yesterday to grant citizenship to 94,000 tea plantation workers of Indian origin has ended a problem which has affected relations between Colombo and Delhi since Lanka gained independence in 1948.

The necessary legislation will be presented in Parliament next month. The Ceylon Workers' Congress, whose 400,000 members began half-day prayer sessions on Tuesday to press their demands, said they will be called off today.

Nearly a million Tamils of Indian origin, including descendants of those brought in by the British under the colonial administration to work on the plantations, were treated as stateless, with no voting rights, after independence.

In 1964, Mrs Sirima Bandaranaike, then Prime Minister, came to an agreement with the Indian Prime Minister, Lal Bahadur Shastri, whereby 525,000 Tamils would be granted Indian citizenship and 300,000 Sri Lankan citizenship. About 150,000 who were not covered by the agreement were shared out between the two countries in an agreement in 1974. Natural increases in the Tamil population were also covered by both agreements.

But more applied for Sri Lanka than for Indian citizenship. Some who applied to Sri Lanka were refused citizenship and then applied to India, bringing its total to 506,000. But 94,000 who had been turned down by Sri Lanka did not apply to India and have remained stateless.

Mr Rajiv Gandhi, the Indian Prime Minister, said this month that Tamils who are to be repatriated to India under the agreement will not be accepted until the 100,000 Sri Lankan refugees in South India are able to return to the island.

The Indian High Commissioner in Colombo, Mr J. N. Dixit said yesterday India would stand by its commitments and grant citizenship to all the 506,000 who have applied, but could not give a date by which they would be repatriated. He said 421,207 people had already been given Indian citizenship.

Star makers

Livermore, California (AFP) - Researchers at Lawrence Livermore National Laboratory say they created a "tiny little star" using lasers to produce fusion energy. For a billionth of a second, they approximately duplicated the temperatures and pressures at the centre of stars by aiming 100 trillion watts into a spot the size of a pinpoint.

Dangerous kiss

Harrison, Michigan (AP) - A 25-year-old woman faces charges here that she bit off part of her boyfriend's tongue as they kissed. Accused of assault with intent to maim and aggravated assault, she was freed on \$5,000 (£3,500) bail.

Verdict date

Delhi (Reuters) - The judge in the Indira Gandhi murder trial set January 22 for the verdict on the three Sikh defendants accused over the assassination of the former Indian Prime Minister. The hearing began in May last year.

Drugs swoop

Marseilles (AP) - French, Italian and US narcotics agents carried out simultaneous raids and arrested 19 Sicilians said to be financiers of heroin traffic to the United States. A two-year operation netted seven people here, six in Italy and six in New York.

Death at 121

Cape Town (AFP) - Jeanette van der Westhuizen, believed to be South Africa's oldest woman, has died at the age of 121, relatives said. Born in the town of Calvania in 1864, she left more than 100 descendants.

Darts attacks

Brandon, Florida (AP) - A teenager has been accused here of using a blowgun to shoot at 49in steel-tipped darts into seven people, aged from nine to 61, and police are trying to find out how he got the weapon.

Crew rescued

The Hague (Reuters) - Dutch Navy helicopters rescued 27 seamen after violent storms drove their cargo ship, the 15,000-ton Rio Grande, aground on the coast near here.

Opposition chief in Liberia on treason charge

Monrovia (AFP) - President Samuel Doe, who became Liberia's civilian leader earlier this month after five years leading a military regime, announced a new government including all but five of his former ministers.

He was also quoted by state television as ordering the reopening of the borders with Guinea and Ivory Coast.

Meanwhile, the Justice Minister, Mr Jenkins Scott, said that the opposition leader and former Finance Minister, Ellen Johnson-Sirleaf, had been charged with treason.



Johnny, a 257lb gorilla, taking a deep breath as Dr Andrew Sutter, a veterinary surgeon, listens to his heart during an annual check-up at Audubon Zoo, New Orleans.

Five taxi robbers executed in Peking

From Mary Lee, Peking

The Chinese authorities have launched a new campaign against attacks on taxi drivers in Peking with five executions, newspapers here reported.

Robberies of taxi drivers, the *People's Daily* said, have become "one of the most serious problems of public security in the capital".

The executions were carried out at a public rally. Three of those executed had robbed and killed a taxi driver while the other two had wounded a driver, causing him to crash his cab when he was robbed of 60 yuan (£13).

Three other men who had committed seven of the 10 taxi robberies last year were given a suspended death sentence, life and five years in prison respectively. The newspapers said there had been only one case of taxi robbery in the previous 35 years.

Taxi drivers are especially vulnerable because they are usually paid in foreign exchange certificates (FECs), the much sought-after currency which foreigners use in China. Their preference for foreign passengers, who must pay in FECs, has also made them highly unpopular with their countrymen who can only pay in renminbi, the Chinese currency.

Meanwhile the party-run press continued to publicize the campaign against corruption in the party and government ranks.

Yesterday, the *People's Daily* carried two front-page articles on the campaign. One, a commentary entitled "The whole country is looking on Peking", lectured cadres in the central Government and party offices on the need to set a good example and stop indulging in "empty talk".

The second was a joint circular from the Central Discipline Inspection Commission and the Central Commission for Political Affairs and Law (which oversees the courts and police and is also leading the top-level campaign against corruption).

The circular condemned swindlers and speculators who had tricked people by using the slogans "opening to the outside world", "revitalizing the economy" and "reform". It also alluded to "some leading cadres' children who became the tools and shield for Kuang's criminal activities".

Diplomats here said there were no signs so far of any change in contacts with foreign businesses as a result of the new drive against corruption,

Electricity caused missile fire

Bonn (Reuters) - An official US report into a fatal fire involving the rocket motor of a Pershing 2 nuclear missile in West Germany has concluded that static electricity caused the accident, the West German Defence Ministry said yesterday.

It said US Army unit in charge of the missiles had been exercising with dummy rockets since the accident occurred on January 11 last year and would continue to do so until technical modifications now under way had been completed.

Three US soldiers were killed and nine injured when the first stage rocket motor of a medium-range Pershing 2 ignited as it was being hoisted from a shipping crate at a US base near Hailbronn in southwest Germany.

The Bonn Defence Ministry, publishing extracts of a final US Army report into the accident, said extensive tests had confirmed interim conclusions of last April that a freak discharge of static electricity caused the motor to ignite.

Nuclear warheads were not involved in the accident.

Auschwitz film clip found in Moscow

Bonn (Reuters) - Two West German film-makers yesterday presented newly-discovered film clips of Auschwitz concentration camp which had remained in the archives of a Soviet cameraman for 40 years.

The 11 minutes of silent film, taken by Alexander Vorontsov after Soviet troops liberated Auschwitz in January 1945, includes shots of children staring fearfully at their rescuers and scenes of mass graves found by the Russians.

The film-makers, Irmgard and Bengt von zur Muehlen, said that Mr Vorontsov had given them the film, never before shown in public, when they interviewed him in Moscow during a hunt for missing film of Auschwitz.

The scenes from the camp were interspersed with a filmed interview of the cameraman who told the couple he had still not overcome the horror he experienced when he entered the camp with the Russian forces.

Mr Vorontsov said the liberators were greeted with fear rather than jubilation as the inmates at first took them for a Nazi execution squad.

The film, shown at a press preview in Bonn, is to be handed over to the US Holocaust Memorial Foundation.

Danes face vote on Europe role

From Christopher Follett, Copenhagen

It is increasingly likely that Denmark will hold a referendum in late February on the proposed EEC reforms agreed last month in Luxembourg.

Mr Poul Schluter, the Conservative Prime Minister and leader of the centre-right minority coalition, has threatened to put Denmark's future role in the EEC to the electorate unless the reforms receive majority support in a key parliamentary debate on January 21.

This surprise move came after the announcement by Mr Anker Jorgensen, the opposition Social Democratic leader and former prime minister, that his party, which is Denmark's largest, could not accept the reform package. He said this was mainly because it gives the European Parliament too much say in Community affairs, and threatens Danish ecology control and environmental policies.

Observers here predict that any vote would be a cliff-hanger, but expect it to be marginally favourable to the Luxembourg reforms. A Gallop poll published here this week showed 55 per cent of Danes in favour of Denmark's staying in the EEC which it joined with Britain and the Irish Republic in 1973, and 45 per cent against.

£3m for Nazis' victims

Bonn (Reuters) - West Germany has agreed to pay Luxembourg DM12 million (£3.3 million) compensation for citizens forced to fight for Nazi Germany and those who joined the wartime resistance, officials of both countries said.

A West German Government spokesman said the payment would be used to establish a foundation in Luxembourg devoted to "general humanitarian and social purposes".

Agreement was reached in principle last November at talks between Chancellor Helmut Kohl of West Germany and the

Luxembourg Prime Minister, Mr Jacques Santer, the spokesman said.

Details have yet to be worked out, but a senior official in Luxembourg said the foundation would probably provide care for elderly former resistance fighters and citizens forced into Nazi uniform.

About 10,000 Luxembourg nationals were forced into Hitler's armies in the Second World War following the Nazi invasion in 1940 and the Grand Duchy's incorporation into the Third Reich. About two-thirds are estimated to have survived.

Fusion research accord signed

Munich (Reuters) - The European Community, the United States and Japan yesterday signed an agreement to cooperate on research into harnessing nuclear fusion energy as a potential source of power for commercial energy generation.

The accord, negotiated through the Paris-based International Energy Agency (IEA), establishes the first joint project involving research centres developing nuclear fusion.

The research centres involved are the Joint European Torus nuclear fusion reactor at Culham in Britain and similar institutions in Princeton in the US and Naka-Machi in Japan.

The IEA executive director, Mrs Helga Steeg, said at the signing ceremony at the Max Planck Institute for Plasma Physics that rising costs made it impossible for any single country to undertake research into nuclear fusion energy alone.

"Before we can produce power from nuclear fusion it will be necessary to develop suitable technology and to prove economic viability," she told senior officials from the three sides.

European Community science and research ministers agreed in 1980 to spend about (£240 million) on the Culham reactor, which is intended as a precursor of a new breed of nuclear reactors which Community officials say might be operational in the next century.

Why is Britain's nursing
 being run by
 people who don't
 know their *coccyx*
 from their *humerus*?



Unless you work in the National Health Service, you've probably never heard of the Griffiths Report.

Yet it's changing the structure of Britain's health care more radically than ever before.

Because the Griffiths Report said that the NHS could be run more efficiently.

It also recommended that what the NHS needs is more managers from the business world.

And that is just what's happening. Health Authorities all over the country are bringing in executives to run hospitals, clinics and health units.

SO FAR, SO GOOD

Britain's nurses don't object to a more efficient Health Service. After all, who knows the NHS's limitations of manpower and resources better than we do?

What we object to most strongly, however, is the exclusion of nurses from any management decisions at all.

In more and more health areas, nurses are given no say in deciding nursing policy. And, though administrative posts are theoretically open to all applicants, if a nurse takes one, she is often offered a lower salary than a non-NHS applicant, and loses some pension rights.

NURSING FOR NURSES

We're well aware that administrators are capable of running laundries, canteens, cleaning or the other ancillary services in a hospital.

But we wish the Health Authorities shared our view that accountants and administrators don't know the best bed for a severe burns case, or how many night staff are needed to run a busy intensive care unit.

We accept that a professional administrator should run a hospital. But we passionately believe that only nurses can run nursing.

What we want to see is a director of nursing in every hospital, clinic and health unit, working with the adminis-

trator. A director of nursing with the experience to judge nursing priorities and the power to make decisions.

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THE ARTS



John Russell Taylor reviews the Reynolds exhibition which opens at the Royal Academy today

To be merely admirable is hardly sufficient

A dimension of unconscious absurdity; detail from Charles Coote, First Earl of Bellamont

Extra spark from the exotic detail of the Indian nurse in George Clive and his Family

For the last 10 years or so, as we have worked our way through major retrospectives of such eighteenth-century British luminaries as Gainsborough, Stubbs and Richard Wilson, voices have not been lacking to observe, with a maddening air of authority, that of course the real revelation was going to come with the long-promised, long-planned Reynolds show. Then, supposedly, we would fully appreciate that Reynolds was not only one of the greatest of all English painters, but a figure of European standing, which was more than you could really say about Stubbs or Gainsborough, was it not?

The first thought suggested by the show is, alas, that it is desperately unexciting. There are, no doubt, other qualities just as important as the ability to produce an instant shock of delight, but without that first pleasurable impact it is hard to persuade visitors to look very hard for deeper, more elusive values. If we compare - invidious but inevitable - Reynolds with Gainsborough we shall find that Reynolds is curiously bereft of the most intimate grace: there is little obvious sensuous delight in the use of paint (even such as we see in Rembrandt, one of the young Reynolds's acknowledged masters), little attempt to penetrate the character of sitters in portraits, little interest in backgrounds except, sometimes, as elaborately composed stage sets, and hardly anything which could pass as charm.

Even the children, for which Reynolds has often been praised at the time and subsequently, are often curiously stiff and unlife-like, stuck in improbable or indeterminate poses which suggest mainly that Reynolds was unduly incommode by not being able to get them to sit still for long enough. (This is probably not the true explanation, since examples of his famed speed and fluency of execution are far from lacking, but still there seems to be some personal awkwardness between Reynolds and his younger sitters which shows.)

This means, as perhaps befits the first President of the Royal Academy, that Reynolds stands or falls as a painter in the grand manner. It is interesting that several unfinished paintings are included to show the stages by which his own version of the grand manner was arrived at. From Mrs John Spencer and her Daughter, apparently the product of one sitting, we can see that sometimes at least he worked up the faces in some detail before bothering about the rest of the composition at all.

As against this there is a selection of tiny sketches for complete compositions - mostly, it is true, of the more intricate group portraits - and other paintings, like Lord Rockingham and his Secretary, Edmund Burke, which show the faces left as monochromatic sketches while the rest of the composition is filled in by various assistants, one maybe for the landscape, another for the still-life on the table, with the faces left until last for the master's touch.

So, Reynolds's technique is admirably thoroughgoing (though occasionally he comes a cropper through experimenting in media given to rapid deterioration). But where does that leave us with the end-product? There are some fetching details, particularly of the dogs who proliferate around the feet of his English gentlemen (with Mr Peter Ludlow, it seems, almost as many sittings were reserved for the mountainous dog as for his owner), and there are portraits, mostly of men, mostly of close acquaintances of Reynolds, which have a sudden freshness and insight, notably the middle-aged James Boswell and the spectacularly myopic Giuseppe Baretti. But many of the grand machines fall a little flat, or leave one coldly admiring, unless, like the peacock Charles Coote, First Earl of Bellamont overhauled by his plumes and flourishes as Knight of the Bath, there is a certain dimension of unconscious absurdity.

Indeed, one cannot help wondering whether Reynolds was exactly overburdened with a sense of humour. Apart from the caricatures which make it difficult to take Reynolds's portraits of the same people without a pinch of salt, there are too many pictures like Charles James Fox, Lady Sarah Bunbury and Lady Susan Fox Strangeways where a minimal sense of discretion might have suggested the silliness of having the piggy Lady Susan quite so soulfully, literally, illustrate the young Fox's verses to a pigeon carrying a letter to his love. For that matter, what one takes to be a perversely modern, Capponi-outrageous reading of The Duchess of Devonshire and her Daughter which assumes she is about to give the unfortunate child a resounding slap proves to go back a very long time.

Theatre Guided tour of American hells

American Buffalo Old Red Lion David Mamet is in the business of guiding us through American hells. We have been taken around the hell of cut-throat real estate in Glengarry Glen Ross, the hell of sexual fantasy in the recent Edmond, American Buffalo was the play that brought him before British audiences and its particular inferno, the lives of small-time crooks in present-day Chicago, comes to London again in a crisp and sizzling new production by Robert Walker, first seen last autumn at the Swan Theatre, Worcester.

It is a loveless world, without noticeable redeeming features, yet it is made engrossing (much of the time) by Mamet's highly accomplished dramatic skills. There are swathes of cross-talk worthy of an exchange to Godot, where the desirability of sending out for a muffin, and whether or not to have jelly on it, are choices that give momentary relief from the corroding worries of making a deal. Quoting these is not easy since one of the participants sees his world to exclusively defecatory terms.

Mamet's dialogue moves like the surface of an alarming sea. Waves of rage smash over the voyagers, deceptive calms may punctuate the storm, often very funnily, but moving towards us in the depths come krakens of the nastiest temper. On to the stage of this idiom pub theatre the designer, Anne Curry, has assembled a spectacular mass of man's shabbier artefacts. Broken umbrellas hang from the ceiling alongside bunches of lampshades. Junk of all kinds spills across the floor - but in a tray of small rubbish a customer has found the coin-collector's equivalent of gold, a rare nickel. The plan to recover this coin is the thread that activates the play. The seemingly assured Donny, owner of the shop, wants it back so he can get a better price; the dimwit Bobby wants to help his friend; and the venomous Teach demands a share of the profit and the violence.

Significantly, it is the value of a footling coin that lies at the heart of this degrading world. "Deadline-USA" reads a torn film ad on the counter. Friendship and loyalties are buckled and lied about as these petty crooks circle each other for vantage points, in dialogue that itself goes round to circles. The characters even circle the piles of junk. A wilderness of deception is uncovered between Mamet's two extremes of the nastiest temper. "Things are not what they seem" and "Things are what they are."

I was much impressed by Gary Powell's laconic shop-owner and acknowledge with respect the scathing power in Peter Atard's Teach. Adrian Rawlins was over-parted as the lad, but looks right. Jeremy Kingston

LENNON ...and Sundays too ASTORIA THEATRE

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Opera Simon Boccanegra Covent Garden

Few are likely to see a revival of Verdi's Simon Boccanegra as an attractive alternative to the new Otello originally scheduled for this month, although all sympathy goes to the Royal Opera House over the circumstances which forced the change. First there is the matter of Filippo Sanjust's six-year-old production of Boccanegra, which Covent Garden would be well advised henceforth to lock away in a dark cupboard. It is a moot point whether Sanjust's staging is less inspired than his own sets and costumes or vice versa. The opera's distinguishing mark of the whole package is its overall lack of distinction.



To be fair, this week's revival under Richard Gregson has at least attempted to put a little flesh on the miserable skeleton. The lighting is much improved and some of the principals have brought in their own costumes. The final scene at least has a flight of steps down which Boccanegra tumbles in his death throes and the white wedding of Gabriele and Amelia reaches towards some kind of grandeur.

Jazz Dave O'Higgins Bull's Head

In the course of a single solo, delivered from the ranks of the National Youth Jazz Orchestra at the Jazz Centre's ill-fated royal gala almost a year ago, Dave O'Higgins established himself as a saxophonist on whom to keep a close eye. At the time, one hoped that his handful of bars had provided the watching Princess of Wales with a glimpse of the idiom's deeper mysteries, so astoundingly hidden during the bulk of the evening.

Jazz John Higgins

Waterman, too, has plenty to say, his roots reaching back into the bebop style of Fats Navarro and Howard McGhee. "Coral", Keith Jarrett's lusty ballad, became a feature for his love of contrast, while the machine-gun bursts and jolting silences of "Tidos" gave evidence of his compositional imagination. Together, trumpet and tenor state this intriguing theme with the crackling zest of a Horace Silver band.

Dance Janet Smith The Place

Not many struggling small companies would go to the expense, as Janet Smith does, of using six musicians when playing in a theatre as small as The Place. However, there is no doubt that having the music played live contributes to the pleasure of the programme running there until Saturday.

Television Urban grotesquerie

After accusations of "TV Orgy" in the headlines of the popular Press, it was with a mounting sense of expectation that one watched Howard Brenton's Dead Head (BBC2), described by the BBC itself as "an old-style thriller for today". Certainly it began with some Grand Guignol credits and the first episode, Way Me!, introduced a cockney "filam" who might have walked all the way from Ealing Studios. In this sense the narrative was deliberately close to parody, even if those elements of caricature were placed rather disconcertingly within some very realistic scenes from contemporary life.

For similar reasons Howard Brenton's script was at its best when it aspired to a sort of blank-verse cockney, combining lyricism with demonic whimsy; it was less effective, however, when it tried to make points about police corruption, racism and so on. It is difficult to combine Gothic and polemic, even on television, and the policeman quoting Eliot was a mistake.

Concerts Monteverdi Choir/Gardiner Queen Elizabeth Hall

It is no longer much of a surprise to be offered Beethoven's Missa solennis with small forces, but it was still quite a shock on Tuesday to encounter a performance so fast and joyous: John Eliot Gardiner must have come near breaking records with his 70-minute minutes. At that sort of speed there is inevitably little room for profound contemplation, within or around the music; but this became a negative feature of the music only in the Kyrie, which did not seem so very momentous, and of course to the prelude to the Benedictus.

And then only by the choral. Where Beethoven did concern himself with the text, Mr Gardiner presented the music almost as if it sprang at once, quick and alive, from a first reading. The "Et incarnatus" with its warbling flute and treble register so prominent in this chamber-musical context, seemed a deliberately artificial, glossy picture of the Annunciation. In telling contrast with the strongly affirmative treatment given to the words that follow: "et homo factus est". Here was one of several occasions where Patrick Power provided a tenor of Italianate warmth but also of complete conviction.

Among the other soloists, Barbara Bonney was a bright soprano, though not on her best form, and Willard White, too, had moments when his sonorously deserted him. Diana Montague, though, was undemonstrably and firmly centred at the heart of the music throughout.

The Monteverdi Choir were heroic in tackling this heavy-weight work at a sprit they sounded taken daringly fast, was a "firework" display of rockets shooting up in D major brilliance, and the Credo profited from quick contrasts of volume and style that brought out Beethoven's immediate response to the text. His skating over large stretches is famous: "filioque", the subject of anathema and schism, is gabbled as quickly as possible (almost more quickly than possible in this performance).

Claude Helffer Wigmore Hall

Claude Helffer is one of those pianists with an almost legendary reputation, due partly to his celebrated recordings of some of the most difficult piano music ever written (the sonatas by Beethoven and Liszt, for instance) and partly to his rare concert appearances, over here at least.

And sudden silences. Evryall was built out of a ferocious interaction of sound-strata, outwardly broad but inwardly complex. Helffer's command of the idiom was staggering. At first I felt that Helffer's tendency to hard-edged sonorities was not going to suit Brahms's early Sonata No 3, Op 5, whose big five-movement structure took up the first half, but his playing had such inner clarity that the music was made to sound far less turgid than it usually seems.

Dance Malcolm Hayes

point to set off the attractive nostalgia of the opening and closing works. The former, Fire as a Bird, uses classic American blues and jazz. The unorthodox tempo of "Let's do it" threw me, but no other complaints about the small ensemble led by Nicholas Kok, piano, with Michael Law as vocalist.

Dan Wagoner's choreography neatly shows off the dancers' personalities in slightly unfamiliar focus, with an occasional obscenity to the words, but generally, even in "Miss Otis Regrets", setting them sharp, often disconcertingly unexpected sequences both funny and touching.

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The blossoming of Israel's shy battler

THE TIMES PROFILE

SHIMON PERES

At seven o'clock on Monday morning Mr Shimon Peres emerged from Israel's long cabinet meeting with a tired smile on his tanned face. "The State of Israel is the victor," he announced.

But the Prime Minister of probably the strangest coalition government any democracy has elected would have been less than human if he had not felt himself to be the real victor. After 12 hours of relentless argument, insult and compromise, he had forced his entire cabinet to accept an outline plan for peace with Egypt, including ideas his political opponents had rejected out of hand less than a month before.

With this triumph under his belt, Mr Peres comes to Europe on Sunday for a visit to the Netherlands, Britain and West Germany, where he will be urging support for Israel's war against terrorism and laying claim to be recognized as a statesman capable of bringing peace to the Middle East.

Political victory is not something for which Mr Peres has gained much of a reputation in the past. As leader of the Labour Alignment, he lost two elections and could only manage a draw at his third attempt in 1984. Inside the Labour movement itself he twice lost contests for the leadership.

In a country where dirty linen is regularly washed in public, Mr Peres has been one of the best customers in the laundry. He fell out with the giants of Israeli politics - David Ben-Gurion, Golda Meir and Moshe Dayan - and, most damaging of all, he aroused the bitter animosity of Mr Yitzhak Rabin, the former Labour leader and Prime Minister who still sits in the inner cabinet as Minister of Defence.

As a civil service arms dealer, Mr Peres was a secretive and unknown personality until he finally managed to climb to the top of the slippery pole of politics. However, he was the sort of man who attracted the most far-fetched and ridiculous rumours. For instance, because he carefully and deliberately kept his family out of his public life it was said of him that he did not appear in public with his wife because she was a Moslem. Among the more ludicrous falsehoods it was said his mother was an Arab and he was branded as a traitor and a PLO agent. Mr Rabin damned him in his autobiography as "an indefatigable schemer".

Although little was really known about him, he was accused of being publicity mad and given the nickname "Shimon publicity" - a pun in Hebrew on his name. But despite his reputation he would have little to do with the public relations experts called in by his party to try to improve his image.

Of himself he says: "Deep in my heart, I'm convinced that I'm incorrigibly shy, but I must reconcile myself to the fact that many claim I'm also a man who tends to leap forward - almost an arrogant man."

"I am certainly stimulated intellectually and emotionally by people, situations and visions and tend to react to them rapidly, sometimes almost hastily. But I am virtually incapable of revealing myself completely. I suppose it stems from bashfulness, although others believe it's the result of cold calculation."

He believes that the public do not like fat leaders, so he eats sparingly, despite the gourmet tastes he cultivated during his long and close relationship with France. He prefers Armagnac to Cognac and enjoys a whisky.

Mr Peres loves reading and writing and has learnt to speak French, English and German well, in addition to the Polish he knew as a child and the Hebrew he now regards as his mother tongue. He also has a soaring imagination which foresaw Israel's need for an atomic reactor and guided missiles at a time when the country was generally thought no further than building an agrarian economy.

He has had some zany ideas, such as leasing French Guiana in South America as an Israeli colony or forming a government of prominent Jews from all over the world, including Dr Henry Kissinger. He dreams today of building an irrigation canal fed by desalinated water through the Negev Desert and of scouting the remote regions of Galilee.

Shimon Persky was born in the Polish town of Vishneva in 1923 and grew up under the influence of his extremely orthodox Jewish grandfather. At six, it is said, he smashed the family's expensive radio set because his parents turned it on during the Sabbath.



Shimon Peres: 'I am virtually incapable of revealing myself completely'

He joined his father in Palestine when he was 10 and eventually moved to a kibbutz overlooking the Sea of Galilee, where he worked as a shepherd and started a weekly newspaper in his spare time. Thus he caught the eye of Levi Eshkol, a future prime minister, who invited him to join the secretariat of the Youth Movement.

His organizational talents were soon at work, establishing new branches of the movement. He crisscrossed the country and one day hitched a lift with David Ben-Gurion. The two kept in contact and planned an illegal trip across the Negev Desert. Arrested by the British for entering a forbidden area, he was sentenced to a month's imprisonment, but during his short journey he found his new name, Peres - a kind of eagle he first saw in the desert.

With the creation of the State of Israel in 1948 he became Ben-Gurion's protégé. At the age of 25 he was combining the jobs of Chief of Manpower, handling all arms acquisitions, manufacture and administration. In 1950, although not speaking a word of English, he was sent to New York in charge of arms procurement and was launched on the career of arms dealing for Israel which has been his life ever since.

Faced with the embargo imposed by Washington on all arms sales to the Middle East, he had to use all his imagination to find armaments. He rose in rank as he succeeded, largely due to his realization that France was the most likely supplier.

France, he reasoned, was at war with the Arab world because of Algeria. As such it had a common enemy with Israel. He made friends at French ministries and by the time the Suez Canal was nationalized in 1956 Israel had the weapons it needed to fight.

The Suez campaign left him with a healthy disrespect for "British dithering" which scarcely improved when Harold Macmillan took over as Prime Minister. While extremely impressed by British efficiency, he developed a profound distrust for British political elites.

By the time he became Director-General of the Defence Ministry, Mr Peres had built up a list of international friends at the highest level who were the envy of his own country's Foreign Ministry and he found himself frequently criticized in public by politicians. With Ben-Gurion's help he obtained a seat in the Knesset in 1958 so that he could answer his critics. His political career began as Deputy Defence Minister and, despite his many enemies, he became an indispensable member of any Labour government.

If Ben-Gurion was his mentor, Moshe Dayan was close to being his idol. That got him into serious trouble in 1975 when he was Defence Minister and was caught showing secret documents to his friends, including Dayan, who was out then in the government. For a while Peres was crossed off the list of those allowed to receive intelligence reports, even though he was in overall charge of security.

Having failed to beat Mr Rabin for the party's leadership on two occasions, Mr Peres took over only when his rival was forced to resign in the wake of a scandal over an illegal dollar bank account held by his wife. Mr Rabin became a mortal enemy and the feud between the two was a major factor in Labour's defeat in the 1977 elections.

In opposition Mr Peres worked to build up the infrastructure of his party while he stayed in close touch with world leaders. Both President Carter and Anwar Sadat asked his advice on the peace treaty that was to be signed at Camp David. He also had secret meetings with King Hassan of Morocco and King Hussein of Jordan.

But his undercover personality could not woo the electors in the same way as the charismatic Mr Menachem Begin. Where the Likud leader was cheered, the Labour leader was pelted with tomatoes. Characteristically Mr Peres would say as he wiped down his suit: "At least it's good for the agricultural industry."

When Labour and Likud virtually tied in the 1984 general election, he became Prime Minister almost by default. The two parties agreed to take turns at running the government and he was probably allowed to do the job first because the Likud felt that such a traditional political loser would only make a mess of things.

But in office Mr Peres has blossomed. He pulled Israel out of Lebanon and has seen through a tough economic austerity programme. Now he has set up a deal for a warmer peace with Egypt against all the odds.

He has ruthlessly exploited the fact that the government need not hand over the prime ministership to the Likud if the coalition falls apart. The public have said through the opinion polls that he is the most popular Israeli Prime Minister ever. Even Mr Rabin has sought to make peace. "Shimon deserves a pat on the back," he told his personal supporters recently. "He did what had to be done."

For his part, Mr Peres gives every impression of being embarrassed by all this popularity. "It warms the heart, but I'm not used to it," he says. "Sometimes when they smother me with love I simply don't know what to do with it."

Ian Murray

Orchestrating for change

The future, the funding, the management, even the very purpose of British orchestras is facing close scrutiny

For nearly 40 years the Association of British Orchestras, a kind of CBI of the orchestral world, has looked after the management interests of its members, which include most of the leading groups, from the London Philharmonic Orchestra and the City of Birmingham Symphony Orchestra to the various orchestras of the BBC.

But today and tomorrow for the first time in its history, it is holding what is described rather blandly as the First Annual Conference, and prominent figures in orchestral management, the Musicians' Union, the Arts Council, arts administrators from local authorities and regional arts associations are to gather in Bristol for two days of talks.

Among the speakers are John Drummond, Controller, Music, BBC; Richard Lawrence, Music Director of the Arts Council of Great Britain and its Secretary-General Luke Rittner; and David Patmore, Director of Arts, Sheffield City Council.

But the press is banned because, explained Charlotte Ashe, general administrator of the ABO, "protection of the public place would encourage the speakers to be both provocative and uninhibited. If one takes the charitable view, that is an indication of the serious intent of the conference. The less charitable view is that few people have the confidence now to utter definitive statements on the purpose and future of British orchestras and the way they are run."

Perhaps that is justifiable. For the First Annual Conference has been prompted by changes that are rocking what is essentially an extremely conservative world. The dissolution of the six metropolitan county councils on April 1 would alone be sufficient to make the orchestral world feel distinctly uneasy, but when it includes the abolition of the Greater London Council involving a complete overhaul of the South Bank complex and the disappearance of the London Orchestral Concert Board, then life becomes extremely uncomfortable.

Other problems are the growing criticism of orchestral programming, particularly in London; the future of the Bournemouth Symphony Orchestra; the funding of the Eastern Authorities Orchestral Association; and even the recent appointment of John Drummond as director of the ABO. But Charlotte Ashe says there are other even more fundamental issues that need to be discussed.

"What must be done is not to discuss the coming financial year, but to consider the whole operation of the orchestra within society," Miss Ashe says. "The funding of orchestras remains a central problem because the orchestra is labour intensive - it is not like a theatre which can put on a three-man show when times are hard - and there is no doubt that the orchestral musician is abysmally paid."

"But if you cannot economize on the work-force, you have to look at new ways of using that work-force."

One of the principal ideas being considered was put succinctly by Richard Lawrence: "Orchestras must show a greater flexibility in their relationships with their audience. It is no longer acceptable just to walk on to a platform in penguin suits, bow, play a symphony, bow, and walk off."

He feels that orchestras should explore other possibilities that would use the players more effectively and also reach wider audiences. These possibilities include breaking the orchestra into small groups and sending them into schools and other institutions, and developing a much more informal method of concert presentation.

The first idea is being researched at the Guildhall School of Music, where Peter Renshaw - who is to talk at the conference - teaches students to put together programmes. The second idea has already been tried, with some success, by populists such as Previn and even John Dankworth in a recent Barbican series.

Concert life now is not a catalogue of dwindling audiences - figures for orchestral attendances in both London and the regions remain respectable. In the past three seasons, for instance, the London City Council has managed to double the number of orchestral concerts in its winter season.

"I think the orchestras have now realized the need for the best performers and the best conductors in the provinces - to have more mediocre soloists is a false economy," says David Patmore.

"And I think you can often find more interesting programmes in the regions than in London. There is an all-Litovskiewicz concert by the composer in Sheffield on January 24, and the final concert of the Leeds Conducting Competition consists of Hindemith's *Mathis der Maler*, and the Sixth Symphonies of Shostakovich and Vaughan Williams, a programme you could not find in London now."

With the London orchestras receiving only a 15 per cent subsidy from government

Bon appetit for a bon voyage

French Railways are taking a Gallic line to attract first-class passengers - with high-class catering

While British Rail offer a range of goodies - new liveries, free parking and papers, hot towels and reception lounges - to tempt the first-class traveller back from airlines and coaches, French Railways are making a more direct and typically Gallic approach - straight to the stomach.

One of Paris's trendiest new restaurants, Joel Robuchon of the *Nouvelle Premiere*, is in charge of catering on a new *Nouvelle Premiere* train for first-class passengers only, now being tried out between Paris and Strasbourg.

A culinary prodigy, the 40-year-old Robuchon gained three Michelin stars within three years of taking over his Paris restaurant, a record for that cautious publication, and specializes in the latest style of French *gastronomie*. Known alternatively as *cuisine moderne*, or *courants*, it retains the oriental elegance of *nouvelle cuisine* but makes more concession to man's greed for rich and succulent fare. Thus Robuchon's restaurant, while offering the delicate salads and decorative garnishes of last year's style, also features more substantial items like cabbage, mashed potatoes and pig's head.

A typical Robuchon menu for the *Nouvelle Premiere* might consist of baby lobster "sweated" in red wine; Easter lamb with fresh herbs and salad; and a distinctive version of *crème brûlée*. The meal is not cheap: £25-£30 including wine.

The *Nouvelle Premiere*'s carriages have also been refurbished under the guidance of a fashionable interior decorator,

increased steadily in France in recent years, the proportion of people going first-class has fallen from 25 to about 18 per cent of the total. As new rolling stock came into service standards in second as well as first-class were improved. Some French businessmen clearly think that, with an improved second-class, first-class is not worth 50 per cent more.

So Robuchon, Catroux and others are being drafted in to give first-class rail travel that something extra again; and it is not only a matter of Easter lamb at 100 mph. "We are trying to give people the feeling that this is something special, that they are being cosseted", say French Railways. "At the top end of the market, people are willing to spend something extra on a specially tailored service."

Michael Bailly

Orchestral musicians are abysmally paid

New directions for the BBC Symphony Orchestra

Lawrence is convinced that Britain's orchestras have not been well served by having, as figureheads, conductors who are largely absentee musical directors - interested in the programming of their own concerts, but leaving the coherence of a season to general administrators.

"I am sure that if there are no fundamental changes over the next few years the British orchestral scene will continue to stagnate on, surviving in London and kept going by sturdy local pride in the regions," says Lawrence. "But some kind of dynamic artistic policy is becoming essential."

"The crux of the matter is that orchestras now find themselves less financially secure and with no real prospect of increased funding," says Charlotte Ashe. "Therefore, we must find ways of adapting the valuable resources of the orchestras to the needs of our time. The question is how?"

Richard Lawrence is convinced that this approach is counter-productive in the long term. "Audiences will come to popular programmes for a short while, but eventually will become bored because they are not stimulated. Suddenly you find you are on a downward spiral that will eventually affect sponsorship and other areas."

Both Lawrence and Patmore feel that important lessons can be learnt from the success stories, including the transformation, in the past few years, of the City of Birmingham Symphony Orchestra under the imaginative direction of Simon Rattle.

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CONCISE CROSSWORD (No 850)

ACROSS: 1 Show-off (13), 9 Spoil (3), 10 Banish (9), 11 Deal (5), 13 Gemine (7), 16 Intellectual (7), 19 Culpability (5), 22 Cat yowl (9), 24 Choose (3), 25 Distinguish between (13).
DOWN: 1 Curtain board (6), 2 Tibetan mountain (6), 3 Not current (8), 4 Fretful (6), 5 Unconsciousness (4), 6 Limited (6), 7 Stow cargo (6), 12 Small carpet (3), 14 Peasage (8), 15 Edge (3), 16 Portuguese money (6), 18 Royal crown (6), 20 Waterproof jacket (6), 21 Main course (6), 23 Stink (4).

SOLUTION TO No 849
ACROSS: 1 Coffin 4 Wretch 7 Wane 8 Gadabout 9 Markdown 13 Ass
16 Rogues' gallery 17 The 19 Detonate 24 Habitual 25 Hero 26 Pent up 27 Dossier
DOWN: 1 Cow 2 Fandangle 3 Rigid 4 Widow 5 Elba 6 Clubs
10 Knead 11 Ought 12 Nylon 13 Alarms 14 Soya 15 Fret 18 Heave
20 Equip 21 Oiled 22 Jilt 23 Dour

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1st SESSION SATURDAY 18th JANUARY at 3pm
2nd SESSION SUNDAY 19th JANUARY at 3pm
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THE BEST OF THE FIRST ISSUE OUT TODAY

The magazine that puts health where it belongs - in the mainstream of life

BOOKS

World, flesh, and high kicks

In this week of the high kicks, let us first look at Miss Bluebell, the mother and the mentor of (at the last count) 14,000 Bluebell Girls...

Fiona MacCarthy takes a dim view of dancing girls

BLUEBELL By George Perry Pavilion, £10.95

RICHARD ATTENBOROUGH'S CHORUS LINE By Richard Attenborough and Diana Carter The Bodley Head, £11.95

from the slow bourgeois life in London, go to Paris and become a dancer at the Folies. It is many young girls' dream...

The Jackson Girls were marshalled around Berlin in a crocodile. This sense of girls together was compounded by the fact that the girls were not only English but also used to foreign travel...

George Perry is terrifically good at the banalities. Not one of them escapes him, from the naming of Miss Bluebell (it was the Irish doctor, in the Dublin of her childhood, who said "that's my little Bluebell")...

At the Folies Bergère and later at the Sidco there was a clear distinction between dancers and showgirls, who were further subdivided into mannequins nues and mannequins habillées. It was, and to some extent still is, a world of quite inordinate formality, reflected in the mannerism of its sets and costumes...



Jean, Charlier, and, for heaven's sake, Maurandi - seem lamentably lacking in verisimilitude.

Les Girls, the all-blonde ones known as "Les Bluebell's Beautiful Ladies" (the most energetic dancers) or the "Filles Balanchine" (the most elegant)

One of the few interesting things about Miss Bluebell, whose life history in general is classically rapid, is the fact that at an early age she rose above the chorus line...

Not only have we been subjected on our screens to Part One - only Part One - of a television drama based on Perry's new biography, but here open before me is yet more chorus line...

It is, as it sounds, a pretty flamboyant idea. Quite apart from the fact that the actors' real-life stories are here, as elsewhere, a great deal less than riveting (do few have the urge to become actors)

Paperbacks reviewed in The Times on Saturday.

Voices of a family at war

FICTION Gillian Greenwood

WHITE WATER By Joyce Reiser Kornblatt Chatto & Windus, £9.95

PARADISE By Hugh Fleetwood Hamish Hamilton, £9.95

LOLA By Delacortia Translated by Victoria Reiter Viking, £8.95

GUESTS IN THE BODY By Micheline Wandor Virago, £8.95

There are five voices in Joyce Reiser Kornblatt's excellent first novel, White Water, each contributing a personal perspective on a rather desolate family landscape...

White Water is an extremely accomplished piece of work. Its skillful use of tenses and delicate construction (each narration echoes the others; setting up poetic resonances beneath a deceptive simplicity) make it a pleasure to read...

This is a "therapeutic" novel in the sense that its characters, through a process of memory, through a process of memory, through a process of memory...

The events of the present take place in Miami, Florida; but the true territory of the novel is within the enclosed yet estranged atmosphere of a family split apart by sibling distrust, divorce, and lonely children...

Books about the European Economic Community are usually a yawn, dipped into with drooping spirits. This one is not. It is short and for the most part lively, written by a journalist who wrote for the Financial Times for 10 years...

"That dream is still there. Mr Tugendhat describes it as the romantic rhetoric which continues to inspire and is not disturbed by the reality. The result is that the language and actions of the Community and of the member states diverge increasingly, like those of a Victorian mill-owner's prayers on a Sunday and his actions during the rest of the week..."

Mr Tugendhat writes interestingly on how the Commission works and of the interplay of national loyalties among those who man it. Officials often guide their own country's minister into more fruitful results by teaching them to understand the workings of the Community and its nuances instead of chauvinistically ignoring them...

coincides with Peter's personal loss of innocence. Delacortia, author of Lola, would disagree with Hugh Fleetwood on the subject of thriller-writing and true stories. Delacortia is the pen name of a Swiss novelist and screen writer, Daniel Odier, whose previous novel, Diva, formed the basis of an imaginative and highly stylized French film. Where Diva was set in the world of opera and the French rock and roll personality who, having disappeared from California, has re-emerged in Paris. Serge Gorodish, Delacortia's sophisticated and entrepreneurial investigator, together with his sidekick, a jail-bait blonde of 13, attempts to trace the singer for a fat profit. The trail takes us (short scene by short scene as in a film script) through an amusing pastiche of rock world language an exotic leather bar in Cannes where the rich dress down to catch rough traders and a blend of sexual titillation and gratuitous unpleasantness which ends up, light-handed and entertaining as it is, in self-parody.

Micheline Wandor's writing is in an altogether more serious vein. Guests in the Body is a collection of monologues, mood pieces, and short stories which are written mostly from a Jewish feminist standpoint. The tone of the collection varies from a dour, self-conscious, over-written style to a more slapdash comedy. (In "Meet my Mother" a familiar Jewish mother-figure raises her consciousness to remain to her daughter. "You got to become a lesbian, you should at least have the decency to shack up with a nice Jewish girl.") These pieces are careful and highly polished for the most part, but are occasionally hampered by their own polemic.

The best club we have Woodrow Wyatt

MAKING SENSE OF EUROPE By Christopher Tugendhat Viking, £9.95

Books about the European Economic Community are usually a yawn, dipped into with drooping spirits. This one is not. It is short and for the most part lively, written by a journalist who wrote for the Financial Times for 10 years...

"Such a morning it is when love leans through geranium windows and calls with a cockle's tongue. When red-haired girl's scampers over the rain-green grass, and the sun drips honey."

This is minor poetry by any standards, but there is something agreeable about minor poetry which has no pretensions to be anything else, and which is verbally so well achieved that you want to read it out loud to anyone who will listen on a winter's night.

Lives of the librettist John Higgins

LORENZO DA PONTE By Sheila Hodges Granada, £12.95

Lorenzo Da Ponte, poet, teacher, and book dealer, among many other occupations, provided for Mozart three of the world's most perfect opera libretti. That assures him immortality. But his own life, before he settled down as old age approached in New York as a moderately respectable husband, could have come from someone else's opera plot - an early Verdi, perhaps fashioned from a Victor Hugo melodrama.

As a ruddy young abbe he was drummed out of Venice on charges of immorality with an accusatory letter being placed in one of the lions' mouths, which were constructed to accept such things. Shades of La Gioconda! In Vienna a rival in love poisoned him with nitric acid. Da Ponte kept his life but lost his teeth. In the same city Salieri among others intrigued against him as secret letters sped around the Court. (Amadeus, art thou listening there above?) Even in New York, when he was 70 and turning his hand to teaching young ladies, a fellow abbe (defrocked) sent letters to the parents of his pupils accusing him of "homicide, adultery, swindling, cheating, intrigue and debauchery". Such charges may well have prompted Da Ponte to write his own lengthy (and generally reckoned untrustworthy) autobiography.

Sheila Hodges believes that Da Ponte's own memoirs should be given a little more credence than they have been. Certainly they are the chief source for her own biography, and clearly she has found it difficult putting more flesh on Da Ponte's own words. Throughout his life Da Ponte worked hard at covering up those Jewish origins, although he was scrupulous about sending home remittances to his sisters and his cousins and his aunts. Miss Hodges suggests interestingly that in Act III of Le nozze di Figaro, when Marcellina and Bartolo find out that Figaro is their long lost son, Beaumarchais' "C'est Emmanuel!" was changed to "Raffaello!" because Da Ponte could not bear to be reminded of his own name. When Sheila Hodges is treading through the operatic archives of Vienna, London (especially) and New York she is at her happiest. Da Ponte himself, most colourful of men, too often comes out in shades of grey.

Ally versus the British

General Mark Wayne Clark was one of the quartet of relatively junior American officers brought forward by General George Marshall to command the US Armies in Europe in the Second World War. The other three - Eisenhower, Bradley, and Patton - received a good contemporary British press and their reputations have stood the test of time. Clark did not, and has remained a controversial character on both sides of the Atlantic ever since. He was a friend of Eisenhower's, tolerated by Bradley, and loathed by Patton. There has never been much doubt about his enlarged ego, addiction to publicity, and ruthless ambition; nor about his countervailing qualities of leadership, singleness of purpose, military ability, and awesome capacity for hard work. Blumenson's biography uncovers what has always been suspected: Clark's veiled, but deep-seated, dislike of all things British. If Montgomery was Eisenhower's cross in North West Europe, Clark was Alexander's in the Italian campaign.

William Jackson MARK CLARK By Martin Blumenson Cape, £12.95

German withdrawal routes and thus encircle them. Clark disobeyed the spirit, if not the letter, of Alexander's orders and pressed north for Rome instead. Blumenson traces the origins of Clark's disloyalty to Alexander and confirms much that has so far only been conjecture. Blumenson's book makes sour reading for those who fought in the Italian campaign or who have studied it in any detail. Clark's attitude is encapsulated in one of his diary entries in which he complains "we are caught in the British Empire machine". He believed that the British establishment from Churchill downwards was intent on hogging any glory to be had in the Mediterranean, while his American Fifth Army did all the fighting. Nothing could have been further from the truth. At the Salerno and Anzio landings, where the chances of failure were unduly high, it was Churchill who insisted that the British should provide half the assault forces to share the risks. Clark construed this as a British ploy to ensure their troops would be the first to enter Naples and Rome.

He had little good to say about the British commanders: Alexander, Montgomery, Leese, McCreery, Kirkman, and Harding are all described in denigrating terms. In his view, only the Fifth Army did any fighting; the Eighth Army always lagged behind the Fifth; the Royal Navy gave him only grudging support; and the British generally took an unfair share of available Allied effort. He reiterates on several occasions his view that the Eighth Army could not, in American rigger slang, be trusted to carry the ball. Clark's setbacks were hardly borne out by the Allies' losses, which were: British Commonwealth 148,000; US 119,000; French, Poles, Brazilians, Italians, and Greeks 46,000. Nevertheless, Blumenson's book is another valuable contribution to the bibliography of the Italian campaign. Unfortunately it will be read more widely in the United States than the last two parts of the British Official History, covering the same period, which will not be published until later this year, and should go a long way towards correcting Clark's bias.

Stevie Smith is the lady in the corner of twentieth-century verse in English; the one with the ghastly floral hat and the knitting. Only when you look closer do you notice that those flowers are real and still growing, and that what you took for knitting needles is actually a matter of daggers. Seidman, in other words, can such a fierce mind have bothered to dispense itself so convincingly behind the appearance of fecklessness. She grew so good at it, over the years, that there were moments when one had doubts. The Collected Poems of Stevie Smith, edited with a preface by James MacGibbon (Penguin Modern Classics, £3.95) dispels them. Tittering on the edge of doggerel, Stevie Smith's art was a habit of never quite falling over. Or if she did fall, she would make it look like a dive. At her best she was very simple and very good.

Not quite falling, but diving POETRY Robert Nye

Elizabeth Jennings has always been a smooth, even facile poet; faced with one of her past work one might be forgiven for supposing that she could turn anything into a poem that was much the same as every other poem; she had ever written. One day, when the end of the world comes, Miss Jennings will be there with notebook and pencil, and she'll get it down in three half-rhyming stanzas, neatly measured, with a carefully diffident punch or nudge line at the close... Interestingly, the new work collected in her Extending the Territory (Carcanet, £4.95) does show her beginning to doubt her own capacity to ingest the world and give it back as poems. An acquaintance with pain and mental disturbance has taught her verse a rich humility, and with this goes a fumbling feeling for sincerity at all costs which makes some of these poems very moving indeed.

Not quite falling, but diving

Such a morning it is when love leans through geranium windows and calls with a cockle's tongue. When red-haired girl's scampers over the rain-green grass, and the sun drips honey.

This is minor poetry by any standards, but there is something agreeable about minor poetry which has no pretensions to be anything else, and which is verbally so well achieved that you want to read it out loud to anyone who will listen on a winter's night.

Higgledy-piggledy - poems for kids

CHILDREN Brian Alderson

THE OXFORD BOOK OF CHILDREN'S VERSE IN AMERICA Edited by Donald Hall Oxford, £15

A book of poems compiled by Naomi Lewis Faber, £7.95, paperback £2.95

When Iona and Peter Opie assembled the "small catch-all" of poems that made up the Oxford Book of Children's Verse they poked in a couple of dozen pieces from the United States: dim classics like "Mary had a little lamb" and Gilbertian rollicks like "The Camel's Complaint". There wasn't anything distinctively American about these except for the dialect chants of James Whitcomb Riley, who wrote "The Raggedy Man" and the piece which says that "the Gobbles uns'll git you if you don't watch out!"

Nor can anything much more strikingly American be found in Donald Hall's Oxford anthology, even though it increases the Opies' choice elevenfold. Like them, he has arranged his selection chronologically beginning with Puritan admonitions ("depart to Hell, there you may yell / and roar eternally"), and proceeding through a variety of styles, almost all derivative from British sources. Lear, Carroll, and Stevenson are good; but much of the best in the book, even though circumstantial matters - a preponderance of hired-men and other American fauna - give the poems a foreign flavour. Only the genius of Emily Dickinson (who shouldn't really be there) and only some of the living writers, like the delectable and now very aged, Elizabeth Coatsworth, or the clever nonsense-men, like Dr Senn or Shel Silverstein, can be heard to have markedly un-English accents.

Naomi Lewis's Messages, Donald Hall and his assistant, Linda Howe, have rummaged through sackloads of ephemera in order to achieve a just representation of what American publishers expected children to read; Naomi Lewis has drawn upon a lifetime of poetry reading in order to share with children the richness of the experience. Messages pays little of the heed that Mr Hall does to writers' intentions. Miss Lewis is unconcerned whether her authors are addressing children or not. What does preoccupy her - overriding the known names or the familiar pieces of standard anthologies - is the "peculiar power and interest" of poems that make a near-flawless unity of technique and content. As a result she has brought together, theme by theme, a most wonderful collection of artefacts, by which juxtaposed with Browning - Christina Rossetti with Mao Tse Tung, like Griselda Greaves's The Burning Thorn of a dozen years ago, this is an anthology that could wake a generation to the splendours of poetry.

For all its conservative character however this Oxford anthology has a quality of commitment which links it at least superficially, to the other great collection of the year

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THE TIMES DIARY

Asking for more

Two middle-aged brothers living at Worthing in Sussex have vowed to starve to death unless the local council reverses its decision to close the town's Connaught theatre on Saturday...

Professor Victor Wynn of St Mary's Hospital, London, told me yesterday that healthy young men could survive up to five weeks without food (longer if they were fat) but starvation in older men could induce acute heart failure...

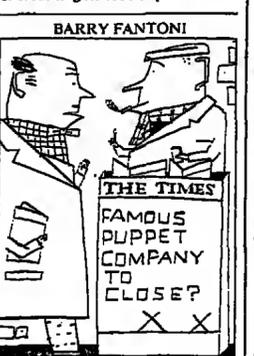
Beyond the pale

Alice Tulloch, the Edinburgh Fringe ticket manager for the past 30 years, has been excluded by organizers of a major bazaar being held on Saturday...

Guest speaker at the buffet lunch tomorrow in launch Roadledge and Kegan Paul's book Protection and Industrial Policy in Europe The Rt Hon Leon Brittan GC, MP.

Wrong track

Picture the scene: a Lancashire man fancies a trip on the Venice Simplon-Orient-Express, and on reading the brochure can hardly contain himself...



I hadn't realized we were that near a general election

All in vain

Inside sources tell me that left-wing Bristol city councillor Andrew May is a cert to replace Michael Cocks, former Labour chief whip and the party's only West Country MP...

Lamontable

If defence procurement minister Norman Lamont had flounced out of the Government alongside Michael Heseltine, it would have made little difference to the Conservative Party's 1986 pocket diary...

Fur flying

Be you ever so ideologically sound, the GLC can still call you sexist. The latest victim is Greenpeace, whose anti-fur trade poster is being displayed at an exhibition in County Hall...

PHS

Fraud: add action to the Act

by Nicholas Goodison

Brian Sedgemore MP is right to complain loud and long about fraud, but he is in danger of falling into a common legislators' trap. Shiny new laws do not deter criminals if they are just as content to break the new laws as they were to break the old ones...

People and companies cannot rely on the state to protect them completely from crime, nor do they. Supermarkets employ store detectives, banks post holograms on their cheque guarantee cards and employ inspectors to call unannounced at their branches...

The Financial Services Bill starts its committee stage in the House of Commons next week and should become law later this year. It addresses at last those areas of the securities and investment business where state regulation has either not existed or has failed to perform well enough to protect the public...

My concern, first expressed to the Prime Minister last November, is that this law will not be enough if the state does not upgrade its machinery for dealing with suspected fraud, and if the procedures for prosecuting it are not effective. At its simplest, this means that the government must employ enough skilled investigators to collect sufficient evidence for fraudsters to be prosecuted...

means that the government must employ enough skilled investigators to collect sufficient evidence for fraudsters to be prosecuted, and that court procedures must be equal to the task of unravelling the complexities of financial fraud so that prosecutions are on sure ground...

The Roskill Commission, which reported on Friday, has now opened up the debate on the judicial processes involved, and has made some very welcome proposals which, if implemented, should go a long way towards increasing the number of successful prosecutions.

For the Stock Exchange to do its job properly, for it to provide an efficient capital-raising system for companies and a safe place for investors to operate, it has had to create rules requiring high standards of practice and behaviour, to provide the resources to police these rules, and disciplinary machinery to punish practitioners who break them. This discipline is not an alternative to state prosecution for breaking the law any more than being dismissed for stealing from your employer keeps you from being taken to court.

The Stock Exchange has 4,500 members grouped in just over 200 firms. It employs more than 200 full-time regulators, 25 of whom are inspectors with powers to scrutinise in detail all the firms' records and investigate any suspicion of irregularity or malpractice.

Since 1978, the Stock Exchange has expelled 12 members, suspended 23 others for lesser disciplinary offences, and censured a further 23 publicly. In the majority of cases the misdemeanours were uncovered during routine visits by our inspectors.

We also back our reputation with hard cash. Since 1952 we have had a compensation fund, limited only by the total assets of the Stock Exchange and all its members, to repay any member of the public who has suffered loss through the fraud or failure of a member. To date, it has paid out £7 million, recovering two-thirds from the estates of defaulters.

The lawyers, accountants, former police officers and experienced administrators who make up our surveillance division are worth every penny of the £500,000 they cost us to employ last year: our customers would soon desert the Stock Exchange for safer markets if our rules were neither effective nor adequately policed.

But the Stock Exchange cannot discipline people who are not its members, nor can it send anybody to prison. This is the task of the state and the courts. I hope that Parliament will bear in mind that the law cannot reach where enforcement does not follow, and will very soon make the necessary reforms.

Sir Nicholas Goodison is chairman of the Stock Exchange.

Bulwark and threat: Robert Fisk on Libya's restless army

Why Gadaffi can never relax

Tripoli Shortly after dark on November 23 last year, a car approached the Bab el-Azizia barracks in Tripoli where Colonel Gadaffi lives with his family. The driver was a 45-year-old colonel in the regular Libyan army, a gruff, discontented man named Hassan Ishkar who had often argued with Gadaffi over the course of his "people's revolution" and the effect it had had on the army.

Most of all, he had come into conflict with Gadaffi over Egypt. Ishkar's wife was Egyptian and he greatly feared a war along Libya's eastern frontier. He had good reason: the very day three gunmen had hijacked an Egyptian airliner to Malta and already President Mubarak was blaming Gadaffi.

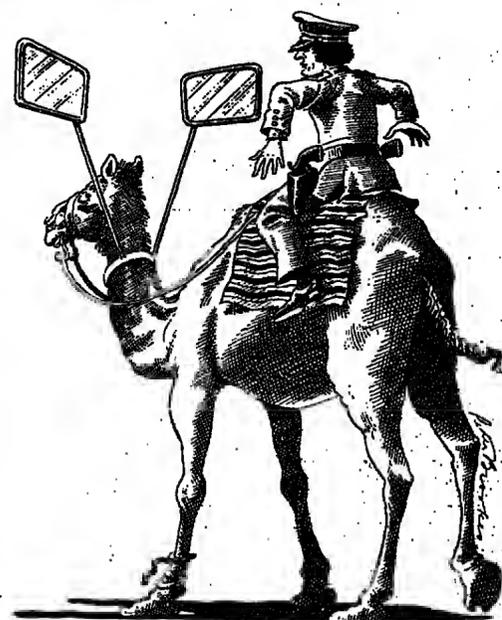
What happened when Colonel Ishkar's car drew up at the barracks gate is still confused. The most coherent account says he got out and ordered the sentries to let him pass. They refused; the commander of the guard, it is said, then raised his Kalashnikov Ak 47 automatic rifle and opened fire, hitting Ishkar six times in the head. He died in hospital an hour later, under the care, ironically, of an Egyptian.

Officially, his death was referred to as suicide, although no public announcement was made and he was given a secret, pauper's funeral. No name was inscribed on his gravestone. The guard commander has disappeared.

Whenever such events occur in a police state like Gadaffi's they produce a cluster of rumours. It is said that Gadaffi himself personally shot Ishkar; that the dead man had been plotting a coup, that he was suspected by the Libyan authorities of working for the CIA and had intended to assassinate Gadaffi in his tent together with his family.

The real significance of the killing, however, was that Ishkar was the commander of the Libyan army to Sirte, effectively third in command of the entire Libyan armed forces, and his death was the most serious blow yet struck at the institution which, 17 years ago and on a wave of popular sympathy, brought Gadaffi to power.

For the army represents both Gadaffi's principal defence against foreign intervention and the gravest threat to his own dictatorship. Save for individual assassinations, his enemies can hope to topple his regime only by using the army in a coup. Thus Gadaffi will brook no opposition, however mild or reason-



soned, from within the military, even from a man like Ishkar who was from his own tribe, indeed a distant cousin.

It is for this very reason that Gadaffi tried to strengthen his army militarily while emasculating it politically. While re-equipping it with new ground-to-ground missiles from the Soviet Union, he has forced every military unit over company strength to accept in its barracks a cadre from one of his own revolutionary committees. In the big army bases in Tripoli, Benghazi and Tobruk, revolutionary committee members loyal to Gadaffi now guard the ammunition stores, even though they are of lower rank than the regular army ordinance officers.

The attempts on Gadaffi's life have taught him not to trust his army. In early March of last year, for instance, there were reports of an attempt on his life at a villa outside Tripoli. Fifteen army officers were afterwards hanged. Subsequently there was an attack on a convoy in which Gadaffi was travelling; he survived, but up to 60 officers were executed as a result.

A year earlier, on May 8 1984, Gadaffi had received a harsh lesson in the penalties of supreme power when his Tripoli barracks came under heavy mortar fire from dissidents of Yusef Magarief's Libyan National Salvation Front. Twelve of the attackers were killed, with an estimated 60 of Gadaffi's defenders. The army was not immediately suspected, but in the aftermath of the coup attempt it was armed members of the revolutionary committees, not regular troops, who patrolled the streets of the capital.

All this has only reinforced Gadaffi's determination to maintain a people's army rather than a professional military force. The very idea of a regular army is antithetical to the values of his revolution. The sort of role for the British army played by AST-404. It is the subject of a project definition study involving Britain, France, West Germany, Italy and Holland, and would be expected to enter service in the mid-1990s.

It is estimated that European forces would require about 700 of this aircraft. It is one of the projects from which Westland is threatened with exclusion if it teams up with Sikorsky, if only because the Black Hawk is seen as a potential competitor.

Two European programmes aim to fulfil the light battlefield/anti-tank helicopter role. One is the PAV-2 Franco-German programme; in the other Britain, Italy, Holland and Spain are discussing the possibility of developing the Italian A-129 helicopter for this task. It is proposed that both projects should be merged to produce a single design, of which more than 600 are estimated to be required in Europe. Westland is threatened with exclusion from this project also if it accepts the Sikorsky offer.

In looking at these projects, Westland shareholders will have to consider two fundamental questions: Can Westland sell the Black Hawk in world markets if it accepts the Sikorsky/Fiat offer?

Do they believe that the proposed European collaborative programmes will come to fruition, and if so, do they believe their company will be shut out if they link with Sikorsky?

The medium transport helicopter, NH-90, is seen as carrying out

Ronald Butt Reckless - Or wrecker?

Michael Heseltine may well have cost the Conservatives the next election. That may not trouble him much. Inflated by euphoria, he is floating high above the political conventions as a man who has risked all for the sake of two principles: safeguarding defence policy and protecting the constitution from Mrs Thatcher.

Sacrifice of office is compensated for by the excitement of public attention and the palpable pleasure of watching the embarrassment of former colleagues. (He quaked with mirth on Monday when Michael Foot asked Leon Brittan a swkward question.) Heseltine can also enjoy contemplating the possibility that one day he may lead back to power the party which, for principle's sake, he now puts at risk.

Meanwhile, it is virtually impossible to envisage any circumstances in which he could again be part of any Conservative cabinet, except as its head. How, after his behaviour both before and since his resignation, could another prime minister risk including him? To do so would be to live in the knowledge that, if a moment came when he wished to campaign against colleagues and their policies, he would not hesitate to do so, by any means to hand, and with no holds barred.

Colleagues would have to accept that when, in his own good time, he had left them, he would happily disclose information supposed to be confidential, even though with resignation he had lost a minister's right to authorize disclosure. They would be aware that he would feel free to write his own version of events, knowing that his colleagues still in office would find it difficult to reply in kind without equivalent betrayal of confidential discussions. They would even have to accept being wrong-footed or find themselves making the kind of disclosures which not only lead to a demand for still more disclosures, but also involve revealing things said in private only on the assumption that private they would remain.

No group of individuals trying to work together, whether in a cabinet, a board of directors, a trade union or a committee, could operate freely if they all chose to act as Heseltine has done. At every sign that the crisis might be dying down he has blown on the flames. His determination to force publication of the confidential letter from British Aerospace to the Prime Minister is the latest example of this.

Heseltine is not the first minister to fight outside the cabinet, as well as in it, for the policies he wants. But such action has hitherto taken forms which do not threaten the government's future. (Except, of course, when the issues at stake were party splits, as the Eiberals did over Home Rule, and Labour over National Government in 1931.) The intrinsically minor Westland affair, with its miasma of leak and counter-leak, accusation and distrust, has been an exercise in the politically unnecessary. In the later stages of the crisis it is hard to see Heseltine's conduct as other than a wrecking exercise, whether the driving force came from personal excitement, calculation or (probably) a bit of both. (His resignation, Mrs Heseltine has revealingly told us, 'certainly wasn't a snap decision'.)

Yet there is no doubt that great and probably lasting harm has been

moreover... Miles Kington

Don't junk this FREE offer

Did you get nothing in the post today? Feeling left out? Then just cut out this piece carefully, fold it and put it through your own letter box!

Dear Reader, Yes, it's true! You have been selected! From among many thousands of Times readers to receive an absolutely FREE PRIZE! All you have to do is fill in the form at the end of this letter and send it off, and you will receive an absolutely FREE PRIZE. And we think you will send off the form because, by the time you have finished reading this letter, you will be convinced by our argument, and also by the way we print FREE PRIZE in capitals a lot. Sometimes we like doing MAGNIFICENT in capitals, or even NOW! but mostly, we like doing FREE PRIZE.

Now, as an intelligent Times reader you're probably saying to yourself: 'Hey, hold on a moment. That's a tall story. All prizes are free. If you have to pay for it, it's not a prize. And anyway, if I've done nothing to deserve it, it's not a prize, it's a present. And I bet there's some catch.'

You're right! You're absolutely right! You're the kind of snappy intelligent reader we're after. So we'll rephrase that, and say that you fill in the form at the end, you'll receive immediately A PRESENT WITH STRINGS ATTACHED. (And after that you can go on the mystery trail, which could win you £30,000 in our last competition. Mrs Frendergast of Swansea went on the mystery trail and won £30,000! Here's a picture of her beaming and holding the cheque for £30,000, and here's what she had to say: 'Hello. I work for a model agency, who told me to come along this morning and hold up a cheque for £30,000, pretending to be a Mrs Frendergast of Swansea. Not a bad morning's work for a hundred quid. Is there really a Mrs Frendergast of Swansea? Is that why you're giving me this FREE PRIZE? Is that why you're on the window? Who's to say? It's a funny old world.'

done to the government since alleged evidence has been offered by a former cabinet minister to confirm what many people who spontaneously dislike Mrs Thatcher want to believe of her, that she is 'bizarre', 'insolent', 'unwilling to listen and a tyrant to her colleagues.'

In fact, she was obviously less rigid in the Westland affair, than Heseltine himself. Her only criticism was that any deal must be acceptable to Westland's board, which the European proposal was not. In contrast, Heseltine was anything but even-handed, his whole campaign being designed to kill off anything except a European solution, whether the board liked it or not.

As for Mrs Thatcher's constitutional tyranny, about which Heseltine is especially wrathful, nothing Mrs Thatcher has done in steering the Westland affair towards a concession by the cabinet, or every prime minister has over the structure of committees and the cabinet agenda) matches Heseltine's own breach of almost every cabinet convention. If there has been, as he alleges, an 'affront to the constitution', he, not Mrs Thatcher, is responsible for it.

As for the charge that Mrs Thatcher is a tyrant, the whole history of this government disproves it. It would be easy to provide a long list of issues on which she has bowed to convenience, or to pragmatism, headed by the government's often over-cautious handling of the great question of public spending. Moreover, a prime minister who accepted most of her predecessor's cabinet as her own, even though she had been elected leader in order to change the political direction, hardly suggests total dogmatism.

In fact, she has put up with repeated resistance and rebellion from a faction left over from the previous regime. As her colleagues, Norman St John Stevas, Sir Ian Gilmour, Francis Pym and James Prior campaigned through the media for more public spending she accepted it, with a great deal of tolerance, until she in turn reached a position in which she was bound to depart. Apart from Peter Walker, only Heseltine remained of their number, and he has gone in a manner that makes maximum mischief.

Yet apart from higher spending, what would her policies have amounted to, had they been the decisive element in government? Would they have provided the drive which has brought inflation down to below 4 per cent, reformed trade union law and created a new union democracy, privatized a proportion of state industry, few would have thought possible ten years ago? Forced Labour to rethink its nationalization policy, and (in short) has brought about the biggest social change since 1945, generally in a more popular direction?

That is inconceivable. Whatever her faults, Mrs Thatcher has led one of the most remarkable and successful governments of this century. Yes, she often sounds bossy, insistent and dogmatic. But she has probably had to talk like that to have her case heard at all, and heard it has been. The Tory party can rightly feel that she could have handled the Heseltine case much better, but the fault in this case has been one of too much rather than too little tolerance.

Rodney Cowton Defence Correspondent

Bringing the Westland debate down to earth

The battle over the ailing Westland helicopter company is largely being fought in a code consisting of letters and numbers obscure to most people outside the aviation industry. These describe dreams and schemes for helicopters, most of which have not yet left the drawing board.

The helicopter's flexibility and mobility has meant that it has become increasingly central to conventional military planning. The future over Westland reflects in part the fact that the market, despite the present hiccup that led to Westland's problems, is growing, not shrinking.

A number of unfamiliar terms will be in frequent use at the Westland Shareholders' meeting at the Albert Hall tomorrow. This is a summary of the most contentious projects and the latest state of the arguments about each.

AST-404. Air Staff Target 404 was a programme under which the RAF was to have obtained replacements for the Wessex and Puma helicopters used in support of the army for moving troops and equipment. It had been thought that up to 125 helicopters would be required. The contenders were Sikorsky's Black Hawk, Westland's W-30 and Aerospatiale's Super Puma.

However, the Army began to think that something larger than the helicopter proposed under AST-404 would be required and the programme was shelved. Because of this, Heseltine has been saying there is no present requirement for the Black Hawk or for the other aircraft contending for AST-404.

Black Hawk: This Sikorsky helicopter is at the heart of the Sikorsky-Fiat offer, under which Westland would pay £5 million for a licence to



Black Hawk: Sikorsky's world challenger



Super Puma: contender for British army role

build and sell it. Sikorsky has so far built about 800 Black Hawks, most are for the US army, but about 40 are for overseas markets - and Sikorsky claims that after only three years of marketing it around the world it has other firm or strong prospects for orders for another 130.

Although critics challenge the prospects of Westland acquiring Black Hawk orders, Sikorsky believes there will be a requirement for 750 helicopters in this category in markets where Westland is well placed to compete.

European collaboration: If the European consortium's proposals are eventually accepted by Westland shareholders, it hopes to reach agreement on a family of helicopters for three separate military tasks, to be produced in collaboration by Britain, West Germany, France, Italy and other countries. The three roles are sea-based operations; a medium-weight transport for use in support of the army and in a naval context; and a light-weight battlefield helicopter.

Westland has been warned that it would be excluded from European

projects if it linked with Sikorsky. However, Westland has supplied nearly all the helicopters used by the British armed forces and Mrs Thatcher has made it clear that the government would try to persuade the Europeans not to discriminate against Westland.

All three European tasks could be fulfilled by projects now at various stages of development or discussion, although supporters of Sikorsky are sceptical about how far these projects will actually go.

The naval helicopter, the EH-101, is being produced jointly by Westland and Agusta of Italy, a member of the European consortium (EH stands for 'European helicopter'). It is due to enter service with the British and Italian navies in the early 1990s, replacing in the Royal Navy the existing Sea Kings. This project is the subject of binding contracts and seems certain to go ahead, whether Westland accepts the Sikorsky or the European rescue package.

The medium transport helicopter, NH-90, is seen as carrying out

COURT AND SOCIAL

COURT CIRCULAR

BUCKINGHAM PALACE January 15: The Princess Anne, Mrs Mark Phillips, Chancellor of the University of London, this afternoon attended a Presentation Ceremony at the Royal Albert Hall where Her Royal Highness was received by the Vice-Chancellor (the Lord Flowers).

Forthcoming marriages

Mr R. S. Cripe and Miss J. D. Y. Herries The engagement is announced between Mr Cripe, elder son of Mr and Mrs John R. Cripe, of Lake Wawasee, Indiana, United States, and Julia Dobree, daughter of Sir Michael and Lady Herries of Spottes, near Douglas, Stewarts of Kirkcubright.



The Princess of Wales receiving a bouquet from Steen Spencer, aged four, during her visit to a Help to the Aged home at Staines, Middlesex, yesterday.

Birthdays today

Mr Colin Banks, 54; Sir Alastair Blair, 78; Air Marshal Sir Robert Craven, 70; Sir Robin Dunn, 68; Professor J. E. Enderby, 55; Professor Sir Peter Hirsch, 65; Professor A. M. Hunter, 80; Miss Elizabeth Monroe, 81; Miss Nadine Peppard, 64; Mr K. H. Shackleton, 63; Professor Sir Frederick Stewart, 65; Lord Thomas of Moulton, 65; Mr Cliff Thornburn, 38; Lady Vaizey, 48; Professor Sir Henry Wade, QC, 68; Mr Michael White, 50.

Sale room

Top price for Dutch tulip drawings

Tulips of the mid-fashioned type grown in Holland in the 1640s, the great era of tulipomania, were depicted in a series of Dutch botanical water-colours which sold at Christie's in New York on Wednesday for huge prices.

Luncheon

HM Government Baroness Young, Minister of State for Foreign and Commonwealth Affairs, host at a luncheon given at Lancaster House yesterday in honour of the High Commissioner for Tonga.

University news

Oxford to honour King Juan Carlos Oxford University is in award the honorary degree of doctor of civil law to King Juan Carlos of Spain during his state visit to Britain from April 22 to 24.

Marriage

Mr N. Cranston and Mrs S. Botway The marriage took place on December 21 in Norfolk for Mr and Mrs Cranston and Mrs Susan Botway.

Dinners

United Wards Club The Lord Mayor and Lady Mayoress, accompanied by the Sheriff and their ladies, attended the anniversary dinner of the United Wards Club of the City of London.

Latest wills

Dr Lionel George Higgins of Cobham, Surrey, a surgeon and gynaecologist who became an international expert on butterflies, left estate valued at £430,517 net.

Royal opening for Heathrow terminal

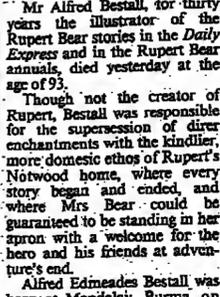
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Correction

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OBITUARY MR ALFRED BESTALL

Long serving illustrator of Rupert Bear



Mr Alfred Bestall, for thirty years the illustrator of the Rupert Bear stories in the Daily Express and in the Rupert Bear annuals, died yesterday at the age of 93.

Though not the creator of Rupert, Bestall was responsible for the supervision of direct drawings with the kindler, more domestic ethos of Rupert's Nottingham home, where every story began and ended, and where Mrs Bear could be guaranteed to be standing in her apron with a welcome for the hero and his friends at adventure's end.

Alfred Edmeades Bestall was born at Mandalay, Burma, on December 14 1892. He was educated at Rydal School, and the Birmingham and LCC Central Schools of Art.

During the First World War he volunteered for the Army Service Corps and spent three and a half years in Flanders, during which time he contributed several cartoons to the periodical Blighty.

Between 1919 and 1935 he divided his time between book illustrating and producing humorous drawings for magazines like Punch, Tatler, By-stander, Passing Show and London Opinion. His illustrations for children's books (Enid Blyton's Annual, for example) were a pleasing blend of cny charm and imaginative invention.

These led to his being invited to take over the Daily Express Rupert Bear strip when its originator, Mary Tourtel, had to give this up in 1935 because of failing eyesight. A. E. Bestall's satisfaction at being invited to take over the strip was somewhat dampened when he realised that he was not only expected to



draw the daily panels but to think up, develop and write the stories too.

He remained the regular Rupert artist and author from 1935 until his official retirement in 1965. During this period he produced over 370 Rupert adventures for the Daily Express and various books including the Rupert Annuals.

After his retirement he continued to do a lot of work for the annuals every year until 1973, and he was still contributing one or two small items up in 1982, when he was in his ninetieth year.

Bestall never married or had children, and he took his responsibilities to readers seriously and paternally. He conscientiously complied with editorial edicts that the panels should contain no really un-savoury 'baddies', magic of the frightening variety, or any behaviour on the part of the charismatic furry hero that might influence children adversely.

He successfully retained elements that Mary Tourtel had

established. The pastoral themes and halcyon style, for instance, but he created a fresher, sunnier mood, an atmosphere that was less brooding and Gothic than that of the earlier stories.

Bestall tinkered out and opened up Rupert's cozy 'No-wood' home byrnes and the mythical foreign settings of so many of his adventures, giving glowing detail to forests and cypress, frost palaces and sun-baked islands.

He introduced into the series some simplistic but intriguing science-fiction elements, yet managed always to maintain the timeless universality of Rupert's exploits and background. Rupert was never allowed to become involved in wartime situations, although his adventures continued daily with hardly a break throughout the second world war when Bestall was combining Air Raid Warden's duties with his Rupert work.

Bestall was responsible for the unusual paper-folding features in the annuals, so much in keeping with the air of enchantment that hangs over every aspect of the Rupert saga. He was an enthusiastic and long-standing member of the British Origami Society and, towards the end of his life, its President.

Rupert's admirers were legion and drawn from all points of the cultural compass, as well as from all generations. Among them, notably, were Paul McCartney, whose company's video Rupert and the Frog Song became a runaway best seller, and Sir Hugh Casson, who, once described Rupert as "a quiet corner of British genius."

MISS DONNA REED

Donna Reed, the Oscar-winning actress who played Miss Ellie in the soap opera, Dallas, died in California on Tuesday at the age of 64. She had been suffering from cancer.

DR RICHARD WECK

Dr Richard Weck, CBE, FRS, who died on January 9, at the age of 72, was acknowledged as a pioneer in the field of welded design. He was born in March 1913 in Czechoslovakia and graduated in Civil and Structural Engineering at the Technical University of Prague in 1936.

Schools

Bedford High School Spring Term started on January 14 and ends on March 25 1986. Haydn's Nelson Mass will be performed in the Corn Exchange on Sunday March 16, jointly with Bedford Modern School. The wind concert is on March 4 and the gym display is on March 13 and 14. Junior entrance assessments are on January 25-18 plus, January 29-17 plus and February 19 plus and 10 plus, senior entrance and assisted-place examinations are on February 8. During the Easter holidays a lacrosse team will visit the United States.

Science report

Microwave technique to detect tumours By Pearce Wright, Science Editor diagnostic radiology is led by Dr Stavros Prounis. He has outlined the idea in a paper produced in conjunction with Dr George Hahn, and published in the journal, Bioelectromagnetics. In addition to locating tumours, the doctors suggest that the knowledge could be used deliberately to raise the temperatures of tumours during treatment. Other research is exploring a method of destroying tumours by heat in combination with radiation therapy. It is difficult to measure the effectiveness of the heat treatment without an accurate means of monitoring the temperature fluctuations of deep-seated tumours. It now seems possible with microwave radiometry.

BRIGADIER A. J. H. BOURKE

Brigadier Arthur John Henry Bourke, who died on January 12, was a distinguished figure as a brigade commander during the difficult and trying days of the Burma Army's retreat in the face of Japanese invasion in 1942. John Bourke was born in 1897. An Anglo-Irishman he was commissioned into the Camerons (Scottish Rifles) in 1914, serving in France with that regiment until he transferred to the Indian Army in 1917. He served in Mesopotamia and in the North West Frontier with the Guides Infantry, joining the 8th Punjab Regiment in 1921.

DR L. W. H. PAYLING

Dr L. W. H. Paving, who died on January 14, aged 76, was Chief Inspector of the Lond London Education Authority from 1963 to 1972. His first leadership was in Derbyshire; his second that of Kingsbury Grammar School, Middlesex. He joined the London County Council in 1954, becoming Chief Inspector of Schools in 1960. He carried out early studies of the developing comprehensive schools in London, and was joint author of London Comprehensive Schools 1966 which contained one of the first curriculum analyses of the large secondary school. He played a major part in the preparation of the substantial bodies of evidence from the IEA to the Newsum, Plowden and James committees, and served on various national bodies.

Microwave technique to detect tumours

Experiments have begun into a new method of measuring tiny temperature changes of body tissue. The technique employs an advanced type of equipment which was designed originally by radioastronomers. The measurements by astrometers detect tiny signals of microwave radiation, which contain the signature of certain types of chemical reactions in the stars. Doctors at the Stanford University Medical Centre in California are looking at the pattern of microwave radiation generated by a warm body, and they are measuring minute but distinct differences between normal tissues and tumours. The team experimenting with this novel form of

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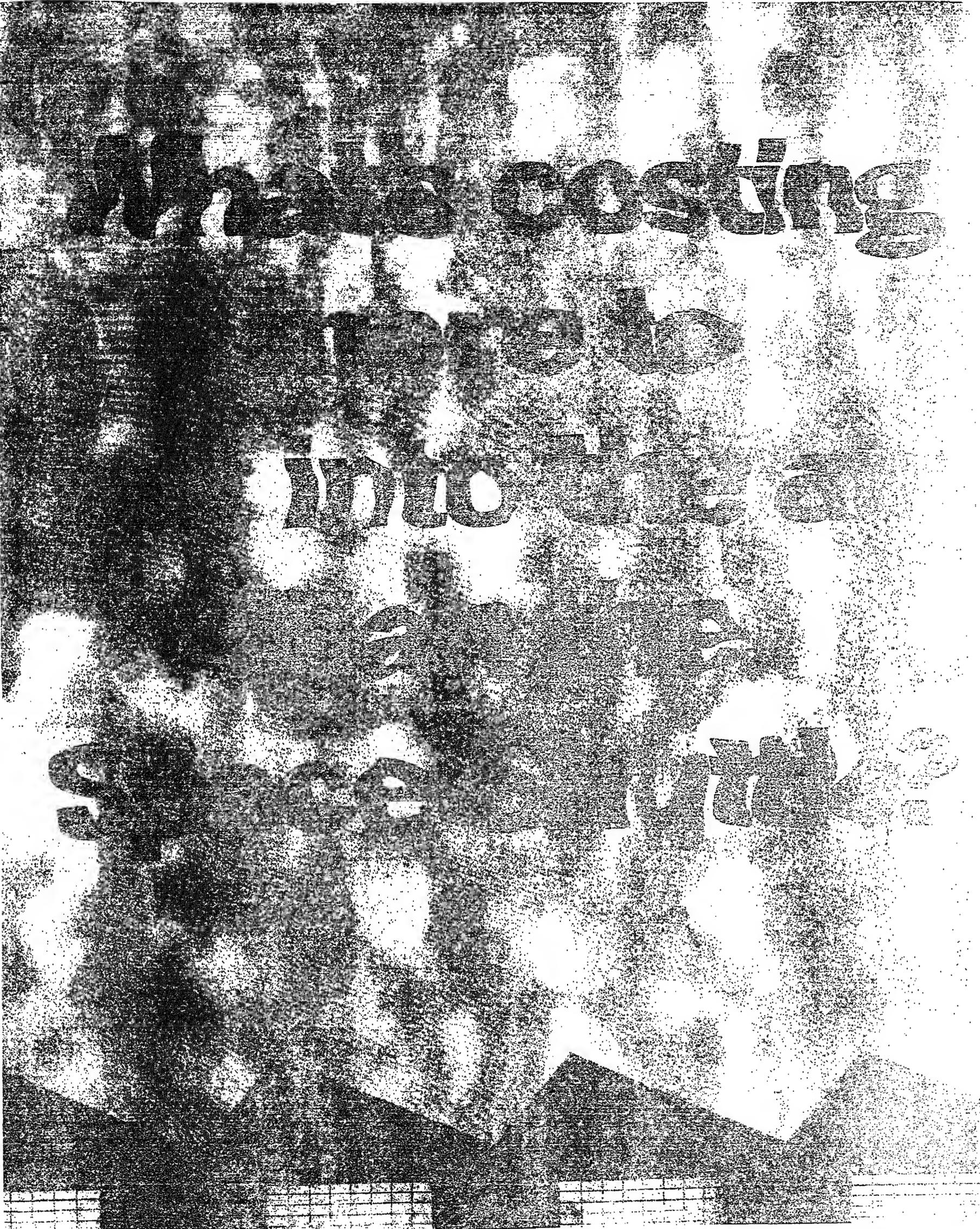
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A staggering twenty per cent of Britain's industrial and commercial energy is being frittered away. It's actually costing more than the Space Shuttle. But don't expect the Americans to follow suit. The United States along with Germany, Japan and most of the other major industrial powers in the world, has dramatically cut her energy losses over the last ten years. Even some of the Arab countries, with oil coming out of their ears, don't spill a drop. If we performed as well, we'd be spending £2 billion less on energy every year. And £2 billion more

on building new factories and creating more jobs. The Energy Efficiency Office has been set up to help Britain recoup this Monergy—the money we spend on energy. We can advise companies on how to increase profits for little or no investment, simply by appointing a senior manager to be responsible for energy matters and by training and motivating staff. All in all, good energy management could stop your money disappearing into thin air. Shutting the windows could save your company from shutting the doors.

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From your Portfolio card check your eight share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page. If it matches you have won outright or a share of the total daily prize money. If you are a winner follow the claim procedure on the back of your card. You must always have your card available when claiming.

Table with columns: No., Company, Price, Dividend, Yield, % P/E. Lists various companies under categories like INDUSTRIALS A-D, BUILDING AND ROADS, and DRAPERY AND STORES.

Weekly dividend table with columns: Day (MON-FRI), Dividend, Total. Shows weekly dividend of £20,000 in Saturday's newspaper.

BRITISH FUNDS table with columns: Fund Name, Price, Dividend, Yield, % P/E.

SHORTS (Under Five Years) table with columns: Stock, Price, Dividend, Yield, % P/E.

FIVE TO FIFTEEN YEARS table with columns: Stock, Price, Dividend, Yield, % P/E.

OVER FIFTEEN YEARS table with columns: Stock, Price, Dividend, Yield, % P/E.

UNRATED table with columns: Stock, Price, Dividend, Yield, % P/E.

INDEX-LINKED table with columns: Stock, Price, Dividend, Yield, % P/E.

PROSPECTIVE REAL REDEMPTION YIELD ON PROJECTED INFLATION table with columns: Rate (5% and 10%).

BEWERIES table with columns: Stock, Price, Dividend, Yield, % P/E.

BANKS DISCOUNT HP table with columns: Stock, Price, Dividend, Yield, % P/E.

ELECTRICALS table with columns: Stock, Price, Dividend, Yield, % P/E.

STOCK EXCHANGE PRICES

Late upsurge

ACCOUNT DAYS: Dealings Began, Jan 13. Dealings End, Jan 24. Contango Day, Jan 27. Settlement Day, Feb 3. Forward bargains are permitted on two previous days.

Table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like Brown Shipley, BOC, BSA, Ash & Lacey, Cardo Eng, BTR, Dalgety, Bechtel, Briston, Baynes (Charles).

BUILDING AND ROADS table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like American Concret, Arrol-Johnston, Balfour Beatty, etc.

FINANCE AND LAND table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like Abingdon, Adams, Alderman, etc.

CHEMICALS, PLASTICS table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like ACI, Alkermes, Amchem, etc.

CINEMAS AND TV table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like Anglo TV, Channel 4, etc.

DRAPERY AND STORES table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like Asda, Debenhams, etc.

INDUSTRIALS A-D table with columns: 1985 High, Low, Company, Price, Change, Dividend, Yield, % P/E. Lists companies like ABB, Alcan, Amstar, etc.

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THE TIMES Portfolio DAILY DIVIDEND £2,000 Claims required for +40 points Claimants should ring 0254 53272

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FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Market hopes rest on a fruitful G5 meeting

It was never likely that this weekend's Group of Five meeting would content itself with merely reviewing progress since last September.

The West German minister's version of his discussions with United States Treasury Secretary James Baker was that the US will be seeking to establish a coordinated interest rate strategy at the weekend meeting.

But James Baker's targets for the weekend meeting, if true - and he was not denying them yesterday - have to be set in the context of the American Federal Reserve Board's Treasury debate in the US.

The Federal Reserve Board sniffily denied its involvement in any coordinated interest rate strategy yesterday afternoon. The US Treasury Secretary will have to persuade, not only finance ministers from the other four countries, but also his own chief central banker, Paul Volcker.

For the time being, the G5 talks have taken the heat off sterling. Yesterday, it actually rose against the dollar, even with the Bank of England's week-long restriction on British interest rate rises.

Notwithstanding Mr Baker's refusal to discuss Herr Bangemann's interpretation of their discussion, markets latched on to the German Economics Minister's message of hope. The short end of the gilt market, which had seen reasonable demand throughout the day, jumped ahead by half a point. The long gilt futures

contract, which had fallen approximately seven points to its low since early December, improved by a point to 108.14. Longs bounded ahead.

The Government Broker may be poised and waiting in the wings with a barrel-load of taps but market sentiment improved during the day. The mere fact that the focus of conjecture among traders has shifted away from rising interest rates towards thoughts about the funding programme is an indication of the greater stability. It is too early to say whether the Bank of England's dramatic intervention on Tuesday in money markets has been completely successful, but even the grudging give credit for buying time in a highly effective way.

The Bank of England has of course deployed Tuesday's traffic cop manoeuvre once before - and failed.

On June 26, 1984, the day that National Westminster Bank raised base rates to 9% per cent, the Bank stated publicly that it saw no need, on monetary policy grounds, for any general rise in the level of domestic interest rates. Calm descended on money markets, and gilts steadied, just as they did yesterday.

Come the dawn and July 5, the general mood of euphoria fell apart, as sterling weakened abruptly. Gilts collapsed, and money market rates soared. The Bank, which by then had seen the next set of money numbers and knew they were dreadful, accepted higher rates in its hill dealings. Base rates went up to 10 per cent. By July 12, base rates were up to 12 per cent.

The moral of the story is obscure but the message is clear enough - a day's rally does not constitute recovery. The market's radical chic set may decide to go into the weekend with a full book. Cautious traders are content to wait for the Government Broker to appear, and signal an official end to hostilities. Who knows what kind of stock he has prepared for those prepared to wait?

Nader charges unfounded

American consumer champion Ralph Nader yesterday claimed in London that Lloyd's is "reducing the rights" of Americans by panicking them into accepting exorbitant premium rate increases through the weapon of selective withdrawal of insurance cover. The claim just does not stand analysis.

Premium rates for American liability business have shot up dramatically in recent months. Rises of 300 or 400 per cent are not uncommon, and quite often the cover is less extensive.

The call by Mr Nader and the US National Insurance Coconsumer Organization to Americanize the American insurance industry and rid the country of "unregulated foreign entities" suggests that American insurers have not been up to the job of providing insurance to their own citizens.

Undoubtedly, the traces over Lloyd's relationship with its investing names does not help its business image abroad. In that context, the hurried establishment of the committee of inquiry under Sir Patrick Neill is unhelpful. It is a clumsy ploy to divert attempts to insert Lloyd's into the Financial Services Bill.

It is hard to see what other purpose the inquiry has. Regulation of Lloyd's is defective in policy terms, since the Lloyd's Act does not embrace transparent supervision of self-regulation, the system rightly espoused in the Financial Services Bill. No review of practice is likely to gainsay that.

Perhaps the experienced Sir Patrick will early realize that more useful subject for inquiry is what form supervision should take. Meanwhile further uncertainty and publicity helps Mr Nader and other enemies of London's competitive strength in financial services.

Asbestosis is a classic example of

Lloyd's occurrence based problems. US courts have taken the view that all policies in force, when the claimant was exposed to asbestos, should be brought into play. A \$1 million policy renewed annually for 20 years could therefore result in a \$20 million claim, when the insurer only thought he was liable for \$1 million.

Someone at the end of the line has to pay. In Lloyd's case it is the names whose unlimited liability renders them particularly vulnerable.

The call by Mr Nader and the US National Insurance Coconsumer Organization to Americanize the American insurance industry and rid the country of "unregulated foreign entities" suggests that American insurers have not been up to the job of providing insurance to their own citizens. Lloyd's is still providing cover, albeit at a price, in a market many American companies have abandoned.

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Broockes offers joint scheme to break Channel deadlock

By Jeremy Warner and Diana Geddes

A new attempt to break the deadlock between Britain and France over the cross-channel fixed link was launched yesterday by Sir Nigel Broockes, the chairman of Trafalgar House.

With only days before the British and French Governments are due to announce which of the four rival schemes is preferred, Sir Nigel conceded publicly that he is prepared to collaborate with one of the principal competitors to his Euroroute consortium.

Sir Nigel told shareholders at Trafalgar House's annual meeting that he has written to Mr Nicholas Ridley, the Transport Secretary, proposing that the rival Channel Tunnel Group should be chosen to build the rail link and Euroroute the road crossing.

Mr Ridley found the proposal interesting but has so far made no further comment, Sir Nigel said.

But Mr Michael Gordon, managing director of Channel Tunnel Group said last night that he found Sir Nigel's proposal totally unacceptable.

The Government has promised to carry out a decision for one of the four schemes and we are confident we will be chosen. Both Mr Sherwood (of Channel Expressway) and Sir Nigel have approached us and both have been rejected," he said.

Channel Tunnel Group's £2.3 billion scheme, which aims to carry road vehicles through the tunnel on shuttle trains, falls short of British demands for a road and rail link.

But the favoured British solution, Mr James Sherwood's Channel Expressway, has encountered fierce opposition in France where it is thought that Expressway's £2.5 billion drive-through road and rail tunnel scheme is not feasible.

Sir Nigel said he believed Mr Sherwood's scheme was anathema to the French who would veto it if Britain insisted it should be awarded the fixed-link mandate.

"We have proposed to Nicholas Ridley that he should choose CGT purely for the railway and us purely for the motorway," Sir Nigel said.

"The CGT Group in Britain are hostile to that idea because they think they can get it all to themselves without our help, but I disagree with them and some of their European partners in CGT are sympathetic to our cause."

Meanwhile, the French are increasingly concerned by what some believe to be a campaign of deliberate misinformation emanating from London, alleging that the French Government is insisting on a rail-only solution for the fixed Channel link.

While the Channel Tunnel Group's twin-bore rail tunnel has always been viewed with favour by the French far being rail-oriented, technically simple, and relatively cheap, it would prefer combined rail and drive-through solution if that proved financially and technically feasible.

The EuroRoute bridge and tunnel scheme has therefore not been ruled out, and, indeed, would probably be the French favourite if it were not so expensive and still open to potential technical and safety hitches.

EuroRoute is particularly attractive as it presents the most spectacular and 21st century image.

On the other hand, the other main rail and drive-through scheme, Mr Sherwood's twin-tunnel channel expressway, is regarded with extreme suspicion by the French, not simply because it originally had no French backing, but because it is considered to have been cobbled together at the last minute without sufficient thought, financial support, or technical know-how.

Many also wonder how serious Mr Sherwood is in his intentions to go ahead with a



Sir Nigel Broockes: "French would veto Sherwood plan".

scheme which will necessarily undermine the viability of his newly-acquired cross-channel ferry service, British Ferries. They suspect that if his project were chosen, he might let it die a quiet death.

It has been argued that the French want a rail-only solution because they believe that they would then be able to secure the bulk of the cross-channel traffic by extending their high-speed TGV train to London. Britain would be unable to compete effectively.

However, under the Channel Tunnel Group's scheme, the TGV would be forced to share the tunnel with a slower-moving car shuttle service, whereas it would prefer to have exclusive use of the line. For that reason, a combined rail and drive-through scheme would be more desirable.

The French Ministry of Transport confirmed last night that a third meeting between Jean Auroux, the French Transport Minister, and Mr Ridley, would take place in Paris this evening before the planned announcement of the two governments' choice in Lille on Monday.

New ITC date

The International Tin Council yesterday adjourned its meeting on the tin crisis until tomorrow. But informal contacts between ITC representatives and bankers and brokers who offered the ITC a £320 million rescue plan will continue.

Departmental dispute over Baby Bond

A dispute between the Treasury and the Inland Revenue broke out last night over the Baby Bond - a ten-year tax-exempt policy for children sold by the Tynbridge Wells Equitable Friendly Society.

The Inland Revenue forced the withdrawal of the Baby Bond from the market last week, and had told the Society that it would remove its ability to write tax-exempt policies for children from next Friday. The Baby Bond had proved popular.

The Chancellor, Mr Nigel Lawson, is understood to consider that the Inland Revenue's intervention was unwarranted. He has called for a report on the case from the Inland Revenue's technical division.

Wage rises stay ahead of inflation

By David Smith Economics Correspondent

Average earnings in Britain are still well ahead of inflation, while growth in the employed labour force is slowing, according to the Department of Employment.

In November, average earnings were up by 3.6 per cent on a year earlier, compared with 6 per cent in October. After adjusting for back-pay and the effects of the coal strike, the rise was 7.5 per cent, as in October, but two percentage points higher than the rise in retail prices.

In manufacturing, earnings were up by 8.9 per cent, compared with 7.5 per cent in October, with the underlying rate unchanged at 8.75 per cent.

There is evidence that growth in real earnings is slowing the rise in employment. The employed labour force increased by 31,000 in the third quarter, and by an average of 30,000 every three months in the first three quarters of last year.

This is about half the rate achieved in 1984. Of the 220,000 rise in the employed labour force in the 12 months to last September, 129,000 was achieved in the fourth quarter of 1984.

The employed labour force has increased by 709,000 from the low point of March 1983. Female employment rose by 511,000, while male employment dropped by 250,000. Estimates for self-employment are a 283,000 increase for men and a 160,000 rise for women.

Opposition may join Tory MPs over Lloyd's

Labour MPs are considering an alliance with government backbenchers to ensure that Lloyd's of London, the insurance market, is brought into the Financial Services Bill at the committee stage. The Bill received its second reading in the Commons on Tuesday.

Mr Bryan Gould, Labour spokesman for trade, said yesterday that there was "about a 50-50 chance" of such an alliance succeeding with an amendment to include Lloyd's. It would then be up to the Government to defeat the committee's amendment when the Bill returned to the House.

Mr Gould said that Mr Brian Sedgmore, the Labour MP for Halesowen South and Shredforth, who has been campaigning against alleged malpractice in the City, would be on the committee.

GEC bid expected to be referred

By Our Business Correspondent

GEC's £1.2 billion takeover bid for its electronics rival, Plessey, looks certain to encounter a Monopolies and Mergers Commission reference.

Sir Gordon Borrie, director-general of the Office of Fair Trading, is believed to have come down heavily in favour of a monopolies inquiry after listening to arguments from both camps.

Mr Leon Brittan, the Trade and Industry Secretary, is expected to order the investigation on Monday, the offer's first closing date.

On the stock market yesterday Plessey shares fell 4p to 164p and look certain to weaken again when the decision is confirmed.

The commission's investigation will give Plessey six months in which to muster its defences but the company could face an uphill struggle in convincing the City that its shares should be given a higher valuation.

Mr Peter Marshall, Plessey's finance director, said yesterday that he thought a monopolies investigation "highly probable", in view of the far reaching implications for the electronics industry.

He said: "Once the commission has examined the hard evidence, I cannot believe it will agree with GEC's claim that big is beautiful for British electronics."

IN BRIEF

Bid warning to banks

The Takeover Panel has warned merchant banks that they are responsible for the actions of public relations advisers acting on behalf of their clients during bid battles.

The warning came as part of a Panel ruling on the release of the press of confidential profit forecasts from Morgan Crucible, which is bidding £37 million for First Castle Electronics. The private forecast of £16.7 million did not equate with the £18 million which Morgan has forecast publicly.

However, the Panel ruled that the lower figure should be disregarded and was satisfied with the explanations provided for the discrepancy.

Bid leader

Mr Nicholas Ward, managing director until two weeks ago of Martin Retail Group owned by Guinness, has been confirmed as the man behind John Govett's consortium bid for Macarthy's Pharmaceuticals. Mr Ward will become chairman and chief executive, if the bid succeeds.

Imperial Group, fighting a £1.8 billion bid from Hanson Trust, is using ammunition supplied by LEK Partnership, the consultants, to mount a major attack on Lord Hanson's record in its defence document to be published today.

Dixons leap

Dixons Group, the electrical retailer, lifted profits before tax from £12.5 million to £30.1 million in the six months to November 9. Turnover rose from £212 million to £251 million and the interim dividend is up from 1.92p to 2.3p. There is a three-for-one scrip issue. *Temus, page 21*

Magnet fall

Pre-tax profits at Magnet & Southern, the timber merchant, fell from £16.9 million to £12.1 million in the six months to September 30. Turnover was up from £115 million to £120 million. The interim dividend is unchanged at 2p. *Temus, page 21*

Lotus halt

Group Lotus, the sports car manufacturer, yesterday called a surprise halt to dealings in its shares. Later it said it was involved in a transaction "of major importance".

Italy seeks place at meeting

From John Earle, Rome Italy regards as "inadmissible" its exclusion from Saturday's meeting in London of the group of five financial powers in the developed world, an authoritative source said in Rome last night.

It has made known to the five - the United States, Britain, France, West Germany and Japan - that it wishes to be included in such meetings in future. Reports were inaccurate, the source made clear, that the Italian government had specifically sent a letter asking to be represented this weekend in London, but it has already made its attitude known at high levels after last September's Group of Five meeting in New York.

In the Italian view the Group of Five should be expanded to include both Italy and Canada, which are already members of the group of seven "economic summit". This would have the advantage of establishing the same forum for periodic high-level economic and financial consultations.

The Italian insistence on participation has gained strength since the September meeting which led to a fall in the value of the dollar.

Record sales by Jaguar

Britain's luxury carmakers had an excellent 1985 with Jaguar and Rolls-Royce reporting increased sales. Despite the US government's clampdown on gas guzzlers both companies improved their performance in North America. A total of 33,724 Jaguars and Daimlers was sold around the world in 1985, up from 33,249. Rolls-Royce and Bentley sales reached 2,377, up from 2,203. Jaguar had its biggest success in America where it sold a record 20,528 cars, an increase of more than 2,000. With the average price of a Jaguar about \$33,000 (£24,763), this represents annual sales of more than \$700 million.

Rolls-Royce also did well in the US, selling 1,110 cars at an average of \$100,000.

MARKET SUMMARY table with columns: STOCK MARKETS, MAIN PRICE CHANGES, CURRENCIES, INTEREST RATES, GOLD

THE BOOK THAT SHOOK THREADNEEDLE STREET. Advertisement for Abbey National 'City' Cheque-Save account, featuring an image of a cheque and promotional text.

WALL STREET

Table of stock market data including AMR, Allied Signal, Alcoa, and various other companies with their respective prices and changes.

Bonds help share rise

Financials continued to forge ahead yesterday, building an apparently firm trading base for LITE. But other contracts were more erratic. Sugar and aluminum took heart from the forecasts of market improvements, but both still need more volume to change their fortunes.

COMMODITIES

Table of commodity prices including GAB OIL, RUBBER, SUGAR, COFFEE, and various other commodities with their prices and changes.

FINANCIALS

The Dow Jones industrial average was up by 5.85 to 1,524.89. Advances outnumbered declines by 849 to 400 among the 1,747 issues crossing the tape.

FOREIGN EXCHANGES

Table of foreign exchange rates for various currencies including Sterling, Swiss Franc, and others.

STERLING SPOT AND FORWARD RATES

Table of sterling spot and forward rates for different maturities and locations.

Table of stock market data including AMR, Allied Signal, Alcoa, and various other companies with their respective prices and changes.

CANADIAN PRICES

Table of Canadian stock market prices for various companies.

MONEY MARKETS AND GOLD

Table of money market rates and gold prices.

INVESTMENT TRUSTS

Table of investment trust performance data.

FINANCIAL TRUSTS

Table of financial trust performance data.

Large table of financial data including various trust funds, company performance, and market indicators.

STOCK MARKET REPORT

Talk of G5 action boosts index

By Derek Pain and Pam Spooner

The West German finance minister, Mr Martin Bangemann, brought a late boost to the stock market yesterday when he suggested that this weekend's meeting of the Group of Five will bring an American-led call for a coordinated cut in interest rates.

After the British base rate rise by 1 per cent - and the possibility that rates could another 1 per cent - the idea was welcomed by investors and dealers alike.

World of Leather, the furniture retailer, rose 8p to 191p yesterday as the broker to the company, Simon & Coates, told clients prospects for 1986 are even better than expected.

Evered has 20 per cent of TI and is widely expected to be preparing a takeover bid. TI shares rose 20p to 373p before settling at 369p.

Guest, Keen & Nettlefolds was still enjoying the effects of finalising its joint venture deal with British Steel. GKN shares rose 12p to 271p.

By the end of the day the FT-SE 100 revealed a gain of 20.4 points to 1390.5, while the FT 30 share index put on 15.2 points to 1109.5.

market heard the good news from the US earlier this month.

The specialist carmaker, Group Lotus, also looks to be benefiting from American influence, though the shares were suspended from dealings at 121p yesterday.

Leisuretime International, the holidays group where Mr Timothy Aitken, the former Aitken Hume chief executive, has an 8 per cent shareholding, is expected to announce a significant acquisition shortly.

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General Investments, the vehicle of Mr Konrad Legg, expects Lament Holdings' profits to have increased from £3.5 million to £4.5 million and is forecasting a further rise to £5.5 million in the current year.

Leisure Group, formerly Iotaso, rose 6p to 108p.

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TEMPUS Trusthouse could be cooking up a tasty takeover

Is Trusthouse Forte winding itself up for a major acquisition? The company's balance sheet looks primed for takeover activity which will breathe some interest into a business where the air has been staled by the frustrations of the failed bid for the Savoy.

With gearing down from 33 per cent to 29 per cent, net borrowings at £265 million are hardly running out of control. Yet at the same time, THF is trying to set up an ingenious £90 million deal with financial institutions which will secure financing for its hotel development programme without stretching the company's own resources.

THF argues that the deal which will see institutions put up 70 per cent of the cost of new hotels in return for a leasehold interest and fixed and variable return linked to the hotel's performance, is more efficient for shareholders than increasing borrowings by £100 million or seeking additional funding through a rights issue.

That may well be so but it suggests that THF may have to raise up to £100 million to fund the deal. The need for additional funds is clear from the balance sheet which was supported by a solid profit and loss performance. Pretax profits increased to £129.6 million from £108.9 million.

Both figures have been restated to reflect the change in accounting policy which results in THF's taking its share of the Savoy's profits into the profit and loss account, not just Savoy dividends. That change was worth about £5 million in the year to October 31.

The trading performance was aided by an excellent performance from the British and European hotels which more than offset the dismal showing in the US. At home, both occupancy rates and average room rates improved as the company continued to squeeze out that extra bit of profit at the margin.

THF has ambitious plans, although the focus of attention seems to be on Britain and Europe. The planned chain of Little Chef lodges which will provide low-cost accommodation on existing sites looks interesting. The idea of having 100 lodges in place by the end of 1986, from just the now could offer excellent returns in an albeit superficially unattractive segment of the group's business.

Interest in the group will now centre on its acquisition activity. With the company itself virtually immune from a takeover because of its trust holdings, the shares were down 1p at 152p.

Dixons Group

If Mr Stanley Kalms did not have better things to do at Dixons Group, he could run a successful takeover school. In the present climate there would be plenty of pupils wanting to sit at the master's feet.

Yesterday's interim results confirmed that he can absorb a company the size of Currys in short order and make both it and the existing business grow. With this triumph on record, Mr Kalms is ready to make another large acquisition soon.

First-half profits were £30.1 million, up from £12.5 million, which was the result for the old Dixons in the same period last year. The underlying profit increase was more than 40 per cent.

Now business group rejects tax cuts

By David Smith, Economics Correspondent

A call for increased spending on the infrastructure and lower national insurance contributions has been made by the Association of British Chambers of Commerce in its Budget submission to the Chancellor, Mr Nigel Lawson.

The ABCC, like the Confederation of British Industry, rejects the idea of cuts in the standard rate of income tax. It says: "A seriously high proportion of the related revenue would go into imports."

The association recommends lower employee national insurance contributions by extending the 5 per cent rate further up the scale towards average earnings, and employers would also pay this lower rate.

The association outlines a £1 billion programme of improvements including:

- Renovation and renewal of housing in urban areas.
 - Road and rail modernization and improvements.
 - Renovation of water supply and sewerage systems.
 - Clearance of derelict land.
- A side-effect of this, says the association, would be a reduction in unemployment of about 100,000.
- It also urges the continuation of the loan guarantee scheme, due to expire in April, and a reduction in the interest premium from 5 to 3 per cent. In addition, the association wants the value-added-tax threshold to be raised to £50,000.
- The Budget proposals are accompanied by a strong protest about the level of interest rates by Mr Tommy Macpherson, chairman of the association's economic and industrial committee.

Boeing attacks Airbus

From Edward Townsend, Seattle

Boeing, the airframe manufacturer, is pressing the United States Government to take action under the General Agreement on Tariffs and Trade to compel European governments, including Britain, to end "subsidies" to the Airbus Industrie airliner consortium.

The move marks a considerable hardening of the American company's attitude to Airbus, which it claims is never likely to make profits, in effect is trading unfairly and is propped up by its partners.

He alleged that on the basis of Boeing's own costs, Airbus - which produces two bodied jets, the A300 and A310 - was at least \$10 billion in debt in 10 years that would have risen to nearly \$20 billion, he said.

Wellcome spans the earth (and beyond)

Of all the world's major markets, the USA is now Wellcome's most important - and indeed Sir Henry and his founding partner, Silas Burroughs, were born there.

Wellcome's overseas interests include not only sales and marketing operations, but also, in the USA, large-scale manufacturing and research facilities.

In developed and sophisticated markets, vigorous marketing skills are essential in building successful ethical and, in particular, 'over-the-counter' business.

It's therefore significant that in the USA, Wellcome's Actifed® and Sudafed® brands are the market leaders in 'over-the-counter' cough and cold treatments.

Overseas experience provides an invaluable opportunity for the cross-fertilisation of ideas. The lessons learned in the marketing of Actifed® in the USA, for example, were helpful in the marketing effort in this country.

An international perspective, in which the world is seen as the marketplace has been from early days, and remains today, a key support of Wellcome's business.

To find out more about Wellcome, please use the coupon below to request a copy of the Wellcome Prospectus.

WELLCOME PRODUCTS ARE IN USE IN OVER 120 COUNTRIES ON EARTH, AND HAVE BEEN USED, BY NASA, BEYOND IT.

Wellcome is an unmistakably international pharmaceutical company.

The group has subsidiaries and operating companies in twenty eight countries, and all five continents.

With £1 billion of sales last year, Wellcome's products are sold in over 120 countries on earth.

Of its 18,400 employees, nearly two thirds work outside the United Kingdom.

And in the year ended 31st August 1985, just under 90 per cent of sales were to overseas customers.

AN ANALYSIS OF WELLCOME'S TURNOVER BY CUSTOMER LOCATION IN 1985 DEMONSTRATES THE INTERNATIONAL PRESENCE OF THE COMPANY.

A brief summary of a few aspects of the company's international orientation forms the main part of this advertisement.

WELLCOME'S US OFFICES ARE BASED IN NORTH CAROLINA, AND ARE THE CENTRE OF THE COMPANY'S LARGEST OVERSEAS OPERATION. IN THE LAST FINANCIAL YEAR, THE GROUP'S NORTH AMERICAN OPERATIONS ACCOUNTED FOR MORE THAN 40 PER CENT OF WELLCOME'S TURNOVER.

The company's co-founder, Sir Henry Wellcome, sought international opportunities from the start. The first overseas branch, in Australia, was opened in 1886, six years after the founding of the business; and by 1912 there were 'associated houses' in a further seven overseas markets.

This advertisement is placed on behalf of The Wellcome Trust and Wellcome by Robert Fleming & Co. Limited, S.G. Warburg & Co. Ltd. and Baring Brothers & Co., Limited. It is intended that part of the equity of Wellcome will shortly be offered to the public. This advertisement does not constitute an offer of shares in Wellcome, which will be made only on the terms of, and on the basis of information contained in the forthcoming Prospectus.

RECENT ISSUES

Issue	Price
Abbott Mead Vickers 5p Ord (180)	218-5
Ashtey (Laurie) 5p Ord (135)	178-2
Cable & Wireless 50p Ord (387)	300p Pd
Chambers Securities 25p Ord (63a)	20
Chartwell Layco 5p Ord (85a)	88
Chartwell Securities 5p Ord (120)	121-7
China & Eastern Inv 50.00 (71p)	63
Cranwick Hill 10p Ord (95a)	76
Crest 5p Ord (74a)	76-2
Dialine 5p Ord (125a)	133
German Sec Inv 21 Ord (100) 50p Pd	53-3
Grange Venture 10p Ord (95a)	60
J S Potholow 10p Ord (165a)	256-2
Jacques Vert 10p Ord (120a)	121
Leisure Inv 50.00 Gen Sct (119)	115-3
London & East 10p Ord (113)	124
Monks & Crane 10p Ord (a)	82
Norfolk System 5p Ord (90a)	91
SAC International 10p Ord (100a)	115
SFP 10p Ord (125)	91
Svensk Inv (100)	73-1
Stirling Publishing 5p Ord (57a)	91
Svensk Inv (100)	91
Technical Component 25p Ord (130a)	230-7
Right Issues	
Chambers (100) Nil Pd	23 pperm
Coal Petroleum (32) Nil Pd	23 pperm
Hogg Robinson (240) Nil Pd	23 pperm-3
Times (70) Nil Pd	10 pperm-1
Ungroup (12) Nil Pd	32 pperm-1
Issue price in parentheses, a United Securities, by order.	

Distillers' shareholders have recently been bombarded with opinions from James Gulliver, chairman of the Argyll Group of Companies.

He claims that Distillers suffers from "an inbred management culture."

Its problems, he argues, "can only be cured by a change of control and the introduction of new, vigorous management."

The fact is, his opinions are two years out of date. In 1983, John Connell was appointed chairman of Distillers.

He brought with him an entirely new management philosophy. And set about revitalising the company.

A RADICAL CHANGE IN MANAGEMENT.

The management committee that had run Distillers for decades has been abolished.

The main business areas are now the responsibility of individuals.

The management of famous brands like Johnnie Walker, Dewar's and Gordon's is also in the hands of individuals.

Division was established to promote better the marketing of our Scotch whiskies. It will soon be integrated with our white spirits division.

Decline has now become growth.

In the first six months of this financial year, sales of Johnnie Walker Red Label rose by 37%.*

Cardhu Single Malt was up by 51%.* And Gordon's Gin continued to dominate with around 50% of the gin market.

Argyll also argue that Distillers have neglected the vital area of new product development.

In fact a New Products department was established in 1984.

Currently, there are more than fifty new concepts under examination.

BRAND-BUILDING ABROAD.

This time, Mr. Gulliver travels back as far as the 1970's in his attempt to belittle

management team has been to protect value worldwide, thereby guaranteeing the highest return to shareholders.

Thus Distillers' de-luxe brands account for just 20% of Scotch whisky volume, but 43% of profits.

Distillers' exports of Scotch whisky to the U.S., the largest drinks market in the world, are worth more than those of all its competitors.

A FRESH LOOK AT PRODUCTION.

Thus far, Argyll have had little to say about improving Distillers' production performance.

This could be because they recently sold their Loch Lomond distillery, following "a policy decision to reduce investment in Scotch whisky production."

Distillers, meanwhile, have been making great strides in the area of cost efficiency.

The new management team has continued to tackle the problem of excess stocks of maturing Scotch whisky.

Sorry, Argyll. You are two years too late.

Accordingly, decision-making is more efficient and the response to world market changes is faster.

Needless to say, Distillers' new style of management has necessitated the recruitment of new and highly-motivated personnel.

Argyll make much of the marketing staff they have recruited from among Britain's top companies.

We too have employed able people from successful companies like Unilever and Beechams.

But, more importantly, we have also recruited young and talented marketing executives from within the drinks industry itself.

In our 1985 Report and Accounts we said we were considering a share option scheme. It is designed to motivate our key people and ensure their commitment to Distillers.

We intend, after the offer, to put this to our shareholders for their approval.

A NEW APPROACH AT HOME.

Argyll believe that the performance of Distillers in the home market has been less than impressive.

In the circular announcing their offer they quote sales figures from as far back as the early 1960's to bolster their argument.

The facts are these:

In April 1984, a Distillers Home Trade

Distillers' performance overseas.

We believe that he has undervalued what has happened in the last two years, including the purchase of an American distributor and bourbon producer for 250 million dollars.

And the increase in advertising and marketing budgets of over 17% in the same period.

In the all-important U.S. Market, Tanqueray is now the number one best-selling imported gin and Dewar's is the number one Scotch whisky.

In the 12 months to September 1985, worldwide sales of Johnnie Walker Black Label increased by 26%. And in the vital duty-free spirits market, Distillers' whiskies, gins, vodkas, cognacs and Pimm's together now hold 23%.

A VALUE STRATEGY WORLDWIDE.

It is interesting to note that Argyll's criticisms largely refer to volume share.

This is no surprise since their own background is in discount retailing.

But they really should be aware that the international drinks business is as much to do with value as volume.

One of the main tasks of the new

Gin and whisky bottling plants have been rationalised and modernised.

And between March 1984 and September 1985, Scotch whisky blending and bottling costs were reduced by 19%.

FUTURE GROWTH.

To listen to Argyll, you would think that success in the international drinks business can be achieved overnight.

In reality it is much to do with astute marketing and image building over a period of many years.

The recent upturn in Distillers' fortunes reported here is more than encouraging. Yet the changes implemented since 1983 were intended for long-term growth.

The major benefits have still to be reaped.

We will continue with the strategy of protecting and maintaining our famous brands.

Product innovation will continue through line extension and the introduction of new brands.

Our experience in the drinks business will be coupled with a positive attitude towards acquisition.

We believe Argyll have little to bring to our business.

In our opinion, their highly-g geared offer could easily throw Distillers into reverse.

We urge you to reject the offer.

The Distillers Company plc.

This advertisement is published by The Distillers Company plc, whose directors (including those who have delegated detailed supervision of this advertisement) have taken all reasonable care to ensure that the facts stated and opinions expressed herein are fair and accurate. Each of the directors accepts responsibility accordingly.

*Source: DCL Home Trade Case Sales statistics comparing the same period in the previous year. Argyll's Offer Documents. DCL Defence Document. Argyll's Report and Accounts 1984/85. Distillers' sales statistics.

COMMERCIAL PROPERTY

Banks develop way to spread investment load on buildings

By Judith Huntley

It is only a matter of weeks until a new form of vehicle is launched for investing in some of Britain's best, largest and most expensive property developments.

Within months there could be a flood of such investment opportunities from the leading banks, including the American houses. Indeed, it is one of the largest American conglomerates, Goldman Sachs, which is about to lead the way in bringing liquidity to an illiquid property investment market.

Goldman Sachs is actively embarked on launching the sale of securities in a large building. It is believed to be one of the new generation of City... of London offices, arguably the most prime spot in the property market.

The sale of securities means that a negotiable claim is made on an asset which can then be traded. In this case, part of a single building or the debt associated with that building will be the security.

Goldman Sachs would not be drawn on the exact nature of its product, but did confirm that it would not be unitization as advocated by the Royal Institution of Chartered Surveyors. Mr Peter Norris of Goldman Sachs, said: "When we do launch our new vehicle it will be a real landmark."

The pressure to increase liquidity in the investment market has arisen because large City office buildings and the plethora of retail schemes spread over Britain are too expensive for institutions to swallow at once.

Schemes with a value of more than £50 million pose particular problems and it is that size of investment which is attractive to the securities market.

Mr Norris said: "It is conventional wisdom for securities issues to be above £50 million but the figure can be

smaller when looking a property because of the homogeneity of the UK investment market."

Selling securities would seem the most obvious route for the American banks. They have a wealth of experience in the field.

It was Goldman Sachs, with Salomon Brothers and other merchant banks, which put together the sale of shares and debentures in the Rockefeller Centre in New York.

However, this is not necessarily the model for Britain. For one thing, the Rockefeller Centre is known worldwide. For another, the real estate investment trusts used as part of the sale offer hefty tax shelters not available in the Britain.

The aim of those involved in bringing liquidity to the British investment market is a successful product which will be applicable to all top quality schemes, not just those in the City. A Rockefeller Centre-type sale, therefore, is not suitable.

Goldman Sachs is not alone in being close to producing an investment vehicle. Salomon Brothers is thought to be well down the road, too.

The company has already developed securities against residential mortgages here and it would be only a short step to applying that technique to commercial property debt.

As Mr. Michael Dix, a member of Richard Ellis's Financial Service Unit, points out: "The appetite for debt is active. Marketing property debt is a way to tap into large capital markets."

Whatever form the sale of investments in single buildings takes, there are some serious considerations to be addressed. Mr Paul Rivlin, of County Bank, said: "The prizes will go to those sorting out the tax problems and producing a vehicle which is sensitive to investor protection rules."

Arundell House Securities has sold its 5,100 sq ft development, Ashby House, 102 Kings Road, Reading, to the Scottish Widows Fund and Life Assurance Society at a yield of 5 per cent. The rent for Ashby House to be occupied by Sun Alliance is over £13 a sq ft. Sun Alliance also occupies the 40,000 sq ft building next door which was the first phase of the Arundell scheme. Scottish Widows also funded that phase of the development. Arundell was represented by Pearson Williams and Buckall and Ballard with Richard Ellis advising on funding.



BR steps up campaign to sell surplus land

The British Rail Property Board is fighting a rear-guard action to stave off government intervention in its programme of surplus land sales.

Land registers were set up in 1981 in an attempt to put on the market surplus land held by statutory bodies and local authorities. The move was a response to pressure from volume housebuilders for more land.

In the event, much of the land on the registers is not wanted by housebuilders. British Rail in particular suffers from having odd-shaped pieces in unpromising locations.

But, to try to persuade the Government that it is doing its utmost to dispose of unwanted land on the registers, the BR property board is stepping up its sale initiatives. Its sales target for the financial year to March, 1986 is 1,750 acres, and this target will be met. Between October, 1985 and March, 1986 the board will have sold 1,105 acres.

The target for the next financial year is 2,000 acres. In 1981 the board sold nearly 90 acres but the real escalation came in 1984 when 1,371 acres were sold.

One of the most successful ways of selling even difficult sites from the registers is by auction. The board has realized £30 million at auction in the 15 months to March 1985.

The target for total sales from land registers is likely to be £75 million. But it remains to be seen whether the Department of the Environment is impressed. If not, it could force the board to sell sites at auction within 42 days with no reserve price.

Prudential Assurance and the National Deposit Friendly Society have sold Leicester House, on the corner of London's Leicester Square, to New Town Properties for £6.5 million.

Conway Relf Stanton acted for the Prudential, which held the head lease at a fixed rent until 2036. Current income is £548,000 a year. Mellish & Harding acted for the freeholder with Farebrothers advising New Town Properties.

The 24,000 sq ft of offices are let to the British Electrical and Allied Manufacturers' Association.

The Prudential has also sold its freehold, 80,000-sq ft building at 72-86 Baker Street in London's West End. The buyer is the tenant, Foote Cme & Belding, the advertising agency, which has paid £9.7 million. Edward Charles & Partners and John D Wood acted for the agency.

Both deals involve disposals from the Prudential's huge portfolio to owner occupiers already *in situ*. Both office buildings are secondary, not prime, space.



TURNOVER UP BY 46%
PRE-TAX PROFIT UP BY 50%
FINAL DIVIDEND DOUBLED TO 4p PER SHARE

The Sturge Group is one of the largest independent underwriting agencies at Lloyd's, acting as Members' Agent for 1,790 Members of Lloyd's and managing sixteen syndicates in the marine, non-marine, aviation and motor markets.

SUMMARY OF RESULTS
 for the year to 30th September, 1985

	1985	1984
TURNOVER	£6,354	£5,716
PROFIT BEFORE TAXATION	7,360	4,902
EARNINGS PER SHARE	14.93p	10.52p
NET DIVIDENDS PER ORDINARY SHARE	6.00p	2.00p

LISTING PARTICULARS IN JUNE FORECAST A TURNOVER OF £8 MILLION, PRE-TAX PROFIT OF £7 MILLION, EARNINGS PER SHARE OF 14.4p AND A FINAL DIVIDEND OF 4p PER SHARE.

Copies of the Report and Accounts will be available from the Secretary after 4th February 1986

STURGE HOLDINGS PLC
 9 Devonshire Square, London EC2M 4YL

Fund joins Wembley team

The Allied-Lyons Pension Fund has a 4 per cent stake in the consortium which wants to develop Wembley Stadium, north London, one of football's famous venues.

The consortium includes the Mountleigh Group, which plans to develop retailing on 30 acres of the Wembley site not used for sport of associated leisure activities. Allied-Lyons has yet to decide if it will fund that

potential development. The consortium believes it can transform Wembley financially in two years.

Allied-Lyons stepped in to the Wembley deal after its controversial ownership had been settled. The consortium members bought the company with a 10 per cent stake in Wembley Stadium from the receiver of Mr Abdul Shamji's Gomba Holdings.

IT'S NOT JUST GENIUS THAT KEEPS US GROWING.

MAYPOLE • Borough High Street

HOUSE • London Bridge SE1

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AIR CONDITIONED

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TO LET 12,190 SQ. FT.

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for the road to the Continent

EUROPEAN LINK

SEND TODAY FOR THE ESSEX BUSINESS PACK

NAME _____

ADDRESS _____

Colin Redwood, Essex County Council, Globe House, New Street, Chelmsford, Essex. Tel: 0263 366000

A DAY TO REMEMBER

ECP are pleased to announce the launch of their 1986 Special Events programme. Special Events are carefully selected for you to entertain your valued clients in the best hospitality available at the top occasions in the sporting calendar: Golf Tournaments, Carabini's Test Series, The Derby, British Grand Prix, Horse Racing, Henley Royal Regatta, we'll be there... will you? Send your business card now or call Peter Parfitt on 0532 580801 for further information.

ECP Sports Group Ltd, Woodside Estate, Low Lane, Horwath, Leeds LS18 5NY. Telephone 0532 580101 Telex 354102

Name _____

Company _____

Address _____

Tel. _____

"I am delighted, for the eighth successive time, to be able to announce a significantly improved performance for Guinness PLC.

Profits for the year ended 30th September 1985 are a record £86.1m: an increase of 22% over the previous year.

We've achieved this partly thanks to even greater popularity of our most famous brand. The most distinctive beer there is.

In the UK alone, sales of draught Guinness (supported by the Genius advertising campaign) increased at twice the rate of lager.

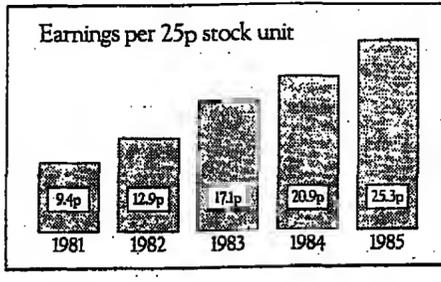
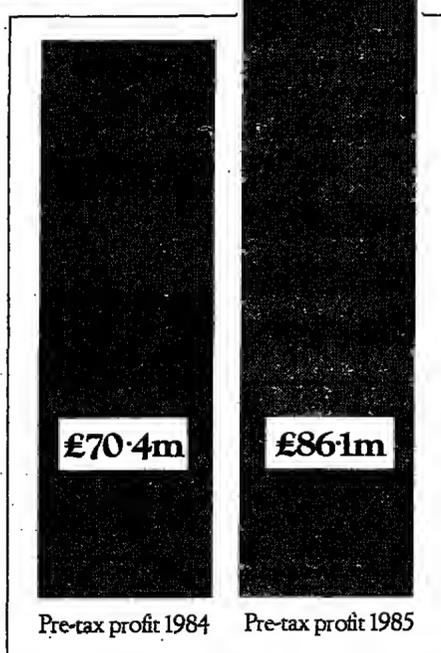
But our growth has not just been achieved by 'staying in the black'.

We've also applied our management skills to growing the company in four areas: International Beverages, Convenience Retailing, Health Care, and Publishing.

And we've acquired several more famous brands, each having great potential. Such as Bell's, Cranks, Gleneagles and Champneys.

BUILDING MOMENTUM FOR GROWTH

Bell's, with only a 5 weeks showing in the past year, contributed £1.9m profit. In Retailing, where we now have



over 1100 stores, we've increased profits from £5.5m to a very significant £13.8m.

GOOD FOR SHAREHOLDERS

Our twin strategy of good management for financial performance today and rapid exploitation of growth opportunities for significant business tomorrow is good for shareholders. Earnings per stock unit have increased 21%, and the proposed net dividend is increased by 12% to a record 7.2p.

Since September 1981, the company's shareprice has increased sixfold, and its market capitalisation tenfold.

In short, Guinness PLC is a dynamic consumer products and services company, set for exciting future growth.

I look forward to being able to report next year with even better figures."

Ernest W. Saunders
 ERNEST W. SAUNDERS Chief Executive

GUINNESS PLC

GUINNESS, HARP, KALIBER, BELLS, MARTIN'S, RS McCOLL, RG DRUMMOND, 7-ELEVEN, HEDJARD, CHAMPNEYS, GLENEAGLES, CRANKS, NATURE'S BEST.

Guinness is good for shareholders

APPOINTMENTS

Henry Ansbacher & Company. Mr Harry Sasson has joined as managing director in charge of the banking department. Wight Collins Rutherford Scott (Holdings); Mr Tim Breene has been appointed deputy managing director. Barclays Bank: Mr Nicholas Brittain is to be chief accountant. Amerada Hess: Mr W S H Laidlaw has been appointed senior vice-president of Amerada Hess Corporation and managing director of Amerada Hess. Anthony Mulcare becomes a director of Amerada Hess and Amerada Hess Development. Skipton Building Society: Mr Terry Adams has become chief executive and director. John Brown: Mr Nigel Anthony Watts has been appointed company secretary. Alexander Stenhouse: Mr John B Devine becomes chairman and Mr John D London deputy chairman and chief executive. Mr Ronald Forrest and Mr Alan Durward join the main executive board. Mr Ian Robertson joins the board as finance director. The Imtec Group: Mr Harford Robb becomes a non-executive director. ARA Services: Mr Christopher Fenney has been named as personnel director. British Metallurgical Plant Constructors' Association: Mr Trevor F Hammond becomes a director. G Maunsell & Partners: Mr David Maher has been appointed a director. Drayton Controls: Mr Roger Reeve has become managing director. The British Hotels Restaurants and Caterers Association: Mr Robin Lees has been appointed chief executive. Armitage & Norton: Mr Harvey Bell-Roberts has become regional administrator director for the south-east. Mercantile House Holdings: Mr Richard Toomer has been appointed chairman of Marshall Woellwarth & Co and of Marshall (Sterling). Mr Sid Muller is to be chief executive of Marshall Woellwarth and Mr John Tee chief executive of Marshall (Sterling). Mr Michael Warreo becomes executive director responsible for the moneyfrocking group planning.

Plan for satellite data link

By Bill Johnstone, Technology Correspondent
Scicon, BP's computer services subsidiary may offer satellite data links to British businesses. The project is at an early stage but Scicon is keen on capitalizing on the experience of its American subsidiary, Telcom General Corporation, acquired last year. Telcom provides what is described as "a family of satellite-based communications products for private network and public air shared network users." It specializes in the equipment and expertise for what has become known as very small aperture terminals, small and lightweight antenna systems which are portable and easily installed. They provide a direct link between data processing equipment, such as terminals, printers and laser printers, located in a remote office to a central computer possibly hundreds of miles away. The antenna are erected in a prominent point on the company's premises in "line of sight" of the communication satellite used to transmit the signal.

Business price rise lags behind homes

By Teresa Poole

The growth in prices paid for pubs, restaurants and shops last year failed to keep pace with the strong rise in house prices, but those paid for hotels moved ahead fast. The average rise for businesses worth up to £550,000 was 5.6 per cent compared with 9.3 per cent for the housing market, according to an analysis published yesterday by Christie & Co, the business sale agents. Hotels led the market, especially in London where supply could not meet demand. In Earl's Court, for instance, a middle range hotel fetched up to £20,000 a room, nearly 25 per cent more than in 1984. This year is expected to see prices "exceeding all records". Pubs showed the slowest growth, even though this is the sector with the greatest demand. Once again in the London area prices were far more buoyant rising by up to a quarter, because of the small number of free houses for sale. Outside the South-east, reduced takings and the need for higher investment to provide food and family facilities have contributed to the slower growth in prices. The catering sector saw record sales of restaurants and

Sales of Business

Average prices*	1984	1985
Hotels	£144,000	£158,500
Inns, free houses	£120,000	£122,500
Catering	£79,500	£82,000
Retail	£82,500	£88,000
Average	£85,500	£105,000

Average price increase*	1984	1985
Hotels	2.3%	10.8%
Inns, free houses	9.0%	1.8%
Catering	21.0%	4.5%
Retail	5.0%	5.6%
Average	9.5%	5.6%

*For businesses up to £55,000, sold by Christie & Co.

wine bars, but the increase in demand was partly met by new properties, coming on the market so prices only moved in line with inflation. Retail businesses, including sub-post offices, newsagents, and general stores, saw a good demand from first-time purchasers many of whom were investing their redundancy money. The biggest price gains this year are expected to be in hotels and private nursing homes. Christie reported "staggering" growth in the market for nursing and rest homes, which it described as a "phenomenon of the Eighties". The average freehold price of a nursing home rose from £168,000 to £222,000 last year. In the 10 years since Christie started its business index, the average growth in prices paid for businesses has outperformed both the retail price index and the house price index. Over the decade, catering has shown the strongest rise, followed by shops, pubs and hotels.

COMPANY NEWS

● **RELIANT MOTORS:** The company has sold to Hovermat the manufacturing rights, drawings, technical data, body moulds, assembly jigs and fixtures and licensing the use by the purchaser of the trade mark Scimitar, for £200,000.

● **BODY SHOP INTERNATIONAL:** For the year to Sept 30, with figures in £000, turnover was 25,383 (16,058), while the pretax profit was 1,238 (873). An interim dividend of 1.1p (-) is being paid on April 9. This is the first dividend since last year's flotation.

● **CAP GROUP:** For the half-year to Oct 31, with figures in £000, turnover was 1,011 (891). Earnings per share were 3.3p (2.9p). An interim dividend of 0.5p (-) is being paid on Div 9. This is the first dividend since last year's flotation.

● **COUNTY PROPERTIES:** For the year to Sept 30, compared with the previous 18 months, with figures in £000, turnover was 4,083 (6,372), while the pretax profit was 6,411 (5,329). Earnings per share (group) were 29.3p (22.7p). A final dividend of 2.2p (1.4p) is being paid on April 7. This makes a total of 3.5p, compared with 3.4p for the 18 months.

● **BETT BROTHERS:** For the year to Aug 31, with figures in £000, turnover was 16,048 (21,465), while the pretax profit was 824 (1,315). Earnings per share were 3.05p (5.84p). A final dividend of 1.9p (1.9p) is being paid on March 10, making a total of 3.1p (3.1p).

● **EASTERN AIRLINES:** In the fourth quarter of 1985, this airline made a net loss of \$67.4 million (\$47 million) against a profit of \$10.7 million. Revenues were unchanged at \$1.1 billion. For the whole of 1985, it made a net profit of \$6.3 million, compared with 1984's loss of \$37.9 million. Revenues expanded from \$4.4 billion to \$4.8 billion.

● **FIRST SECURITY GROUP:** For the half-year to Oct 31, with figures in £000, turnover was 3,805 (6,246), while the pretax profit was 490 (784). Earnings per share were 3.9p (11.6p). An interim dividend of 1.2p (-) is being paid.

● **LINCROFT KILGOUR:** For the year to Sept 30, with figures in £000, turnover was 8,175 (7,931), while the pretax profit was 1,343.7 (1,147.2). Earnings per share were 19.4p (19.3p). A final dividend of 5p (4p) is being paid on April 8, making a total of 7p (5.5p).

● **LONDON & CLYDESDALE HOLDINGS:** For the year to Sept 30, with figures in £000, turnover was 12,442 (10,701), while the pretax profit was 1,646 (2,990). Earnings per share were 12.7 (18p). A final dividend of 3.9p (1.3p) is being paid on Feb 25, making a total of 5.6p (1.3p).

● **BHP: Drilling starts next month** at the epithermal gold areas found at Donnybrook, Western Australia, according to West Coast Holdings, one of BHP's joint-venture partners.

● **ERNEST JONES (JEWELLERS):** For the year to Sept 28, with figures in £000, turnover was 16,564 (14,778), while the pretax profit including VAT, was 804 (70). Earnings per share were 4.6p (4.6p). A second interim dividend of 2.5p is being paid for the period to March 29 next.

● **The Secretary of State for Trade and Industry has decided not to refer the proposed merger of AAH Holdings and Grimwade Riddley and Co (pawich) to the Monopolies and Mergers Commission.**

RICHARDS BUTLER

Owing to the firm's continuing expansion, the whole of the Shipping Department (with the exception of the Commodities Section) and the Ship and Aircraft Finance Department are now at:
61 St. Mary Axe, London EC3A 8AA
Telephone: No. 01-621 1144
Telex: 949494 RBLAW G
Fax: 01-929 1132
RICHARDS BUTLER
5, CLIFTON STREET, LONDON EC2A 1DQ.

THE POWER BEHIND SUCCESSFUL RETAILING

Interim profits up 140% to £30.1M

- Sales up 112% to £451.3M
- Earnings per share up 43% to 21.6p
- Interim dividend up 20% to 2.31p per share
- 3 for 1 scrip issue proposed

	1985/6	1984/5
Sales	£451.3m	£212.7m
Profit before Tax	£30.1m	£12.5m
Earnings per share	21.6p	15.1p
Dividend	2.31p	1.92p

Christmas trading has been excellent and shareholders can clearly anticipate further substantial profit growth for the full year.

Stanley Kalms, Chairman
(extract from the interim statement)

Dixons
Financial Services
Currys
DCP
Dixons Commercial Properties Ltd

MASTERCARE **POWERCITY** saisho MIRANDA

CARLTON **Fotopost** EXPRESS **MATSUI** TRUPRINT Horizon

Dixons Group plc, 18-24 High Street, Edgware, Middlesex.

ADVERTISEMENT

Base Lending Rates

ABN Bank	12 1/2%
Adam & Company	12 1/2%
BCCI	12 1/2%
Citibank Savings	12 1/2%
Consolidated Crds	12 1/2%
Continental Trust	12 1/2%
Co-operative Bank	12 1/2%
C. Hoare & Co	12 1/2%
Lloyds Bank	12 1/2%
Nat Westminster	12 1/2%
Royal Bank Scotland	12 1/2%
TSB	12 1/2%
Citibank NA	12 1/2%

† Mortgage Base Rate.

CAP
The Systems Company

Growth continues
HALF YEAR PROFITS UP 41%

Interim Results

	6 months ended 31st October, 1985	6 months ended 31st October, 1984	
Turnover	25,383	16,058	+58%
Profit before taxation	1,238	873	+41%
Taxation	(495)	(367)	
Extraordinary item	377	-	
Profit after taxation and Extraordinary item	1,120	506	
Earnings per share	3.7p	2.9p	+27%

Dividend
An interim dividend of 0.5 pence per ordinary share will be paid on 27th February, 1986 to shareholders on the Register on 8th February, 1986.

Mr. B.J. Gibbens, Chairman, reports:
CAP continues to grow profitably and in the first six months of 1985/6 has won significant orders in all sectors of the business.
Increased investment in technical resources for our people and market development for major new products will earn future profits for the Company.

CAP Group plc
233 High Holborn, London WC1V 7DJ Telephone: 01-831 6144
A copy of the Interim Report being sent to shareholders can be obtained from the Company Secretary.

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REGAL KING SIZE
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ANCHOR BEER

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January 16, 1986

FOCUS

A SPECIAL REPORT ON ENERGY EFFICIENCY/1

'By the end of 1986 there will be no excuse for anybody not saving energy', says Peter Walker, Secretary of State

The switch-off that can save £7 billion

Speaking in the appropriately underheated vastness of the National Exhibition Centre in Birmingham, Peter Walker, the Energy Secretary, launched the campaign which he hopes will save the nation £7 billion in fuel costs this year.

Of course, bearing in mind the enthusiastic approach that he is taking towards Energy Efficiency Year, "hopes" is probably the wrong word to apply. "Convinced" is probably more appropriate.

The Energy Secretary's commitment to the energy-saving campaign is total. He has already used his own business experience and that of running nationalized industries - and he has been in charge of every one of them, apart from the Post Office, at some point in his governmental career - to persuade businesses that big savings can be made.

He has also brought in four of his old business contacts to help run the Monergy campaign and harnessed their expertise to provide new ideas and take a market-related approach to the subject.

Mr Walker said: "Monergy must succeed. There is no other sphere in the British economy where we have the opportunity of saving £7 billion a year. By the end of 1986 there will be no excuse for anybody not having contributed to improving the nation's energy efficiency performance."

"We have mobilized the electricity, gas, coal and oil industries, together with all those who create the equipment for improved energy efficiency to support our campaign. They will be featuring Monergy in the millions of pounds of advertising and promotional activity in 1986."

"Scotland will have available to it aerial survey studies showing where the heat is being lost. In Wales the highly successful activities of the Cardiff energy action campaign will be communicated to local authorities throughout the region."

"In England the opening of an energy park in Milton Keynes with 50 different energy-efficient houses will focus attention on how the home can be made more energy-efficient. Northern Ireland is launching an energy efficiency year in close collaboration with ourselves."

Outside help is used to eliminate all waste sources

The creation of the word "Monergy" has already been criticized by some members of the House of Commons Energy Committee as "slick" and smacking of smooth advertising jargon.

Such criticism is shrugged off by Mr Walker. He said: "We have created the word Monergy to expose how a waste of money is a waste of energy."

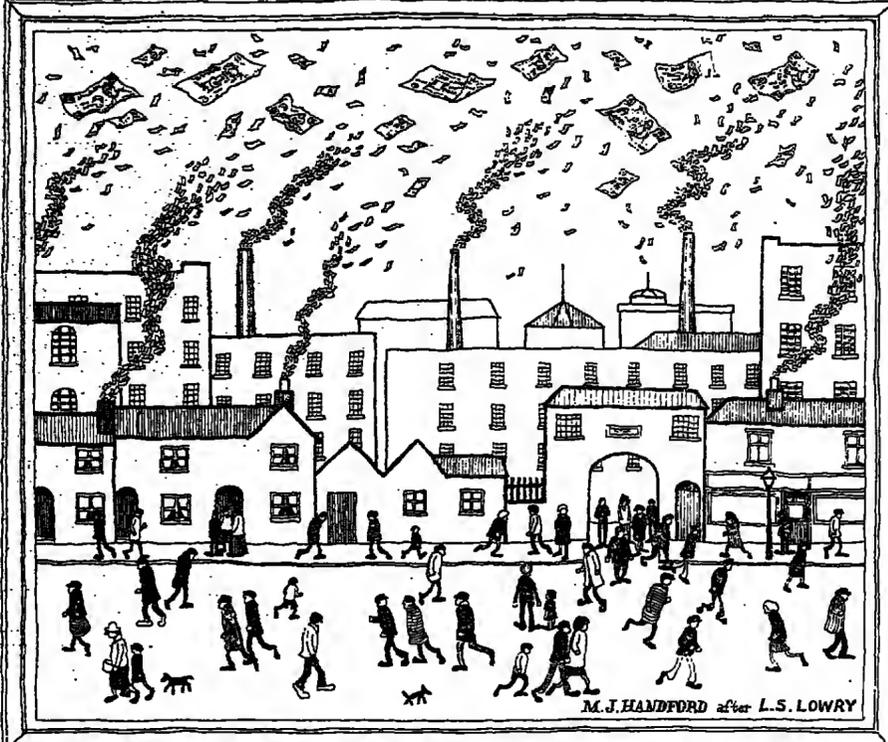
Mr Walker even told the annual get-together of industry energy managers - a breed of executive which has increased from 2,000 to more than 5,000 since Mr Walker first relaunched the energy-saving initiative when he moved to the Energy Department three years ago - that he felt the word would soon enter the Oxford English Dictionary.

The use of outside advisers and advertising consultants, the Energy Secretary is quick to point out, does not belie the work being done by the department's own team in the Energy Efficiency Office.

Outside help is being used to make sure that every possible source of waste is identified and a cure suggested. Every single household has now had a pamphlet explaining how basic energy-saving measures around the home can be made.

Had the department financed such a costly operation from its own funds it would have undoubtedly run into criticism. But by taking advertising in the pamphlet and using it to launch a major competition open to every household, the exercise may even make a profit.

The Energy Secretary is determined that though no corners will be cut to make the campaign a success - the hiring of an airship to tour the country with the Monergy slogan emblazoned on it was an advertising "first" for a government department - the campaign will be as self-financing as possible.



Why burn money? The Government promotes economies with leaflets, and, right, the independently-owned National Industrial Fuel Efficiency Service's monitoring van, which provides a useful on-the-spot indication of energy savings

Tea and thrift at the ministry

Breakfast with a Cabinet Minister, reads the invitation. In his own handwriting. The very thought stimulates and titillates the taste buds. Fresh, free-range eggs from the minister's farm - we are assuming he's a minister with his own farm - smoked bacon, devilled kidneys, kippers sent south by a colleague from the minister's office which oversees the North Sea oil industry.

ENERGY BLUEPRINT

HELPING BUSINESS MAKE MORE OF ITS ENERGY

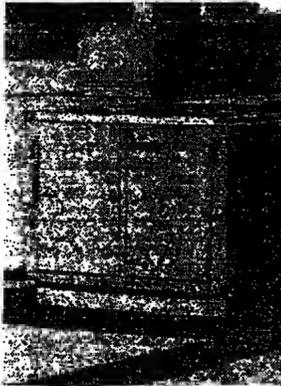
Electricity welcomes Energy Efficiency Year

Efficiency built-in at all-electric superstore

In many situations, electricity efficiently used is the most cost-effective way to meet the energy needs of British business. Furthermore, the substitution of declining resources of oil and gas by making use of the more abundant supplies of coal and nuclear fuels is inherent in

Such commercial realism is the keynote of the industry's strategy for marketing its product. It has identified numerous opportunities for businesses to save money and benefit in other ways by using electricity.

coupled with the controllability, adaptability and high efficiency of electricity, can often make it a more attractive proposition than other forms of energy. There are also other benefits such as improved productivity, lower maintenance and improved working conditions.



Heat pumps produce on average 2 1/2 times more energy than they consume.

Heat pumps, heat exchangers, night storage heaters, more efficient lighting, instantaneous water heaters and automatic control systems are some of the main ways in which commercial users are taking advantage of technical advances to cut their overall energy costs.

For instance, the versatile heat pump, which produces on average 2 1/2 times more energy than it consumes, can be used for space heating and cooling, water heating and air dehumidification.

The Tesco superstore at West Thurrock, Essex, is one of the newest examples of an all-electric building that is saving its owners thousands of pounds annually through heat recovery via heat pumps and other energy-efficient systems.

The latest slimline storage heaters frequently offer the businessman a cost-effective heating system. They have an iron oxide core giving nearly 70 per cent greater heat capacity than earlier models. Automatic controls that compensate for changing weather conditions, coupled with damper control, can cut consumption considerably.

Electricity can also bring substantial savings when used in conjunction with fuel-fired systems, for example, for summer water heating when conventional boilers operate at low loadings and efficiencies.

Tesco's all-electric superstore at Lakeside, West Thurrock, will save thousands of pounds a year through energy-saving features built into the store when it was constructed.

The biggest saving, projected to be up to £10,000 a year compared with costs at

minimise operating costs. The West Thurrock store's building services management system is supervised by a central processing unit at Tesco's head office, Cheshunt, with which it is connected via leased telephone lines. The system controls and monitors a

similar type available only a few years ago. Lighting is automatically switched on and off or reduced in non-trading hours from head office.

At customer entrances and exits, a combination of lobbies, air curtain heaters and automatic doors helps to form an 'air-lock' to keep out cold air (or hot air in the summer).

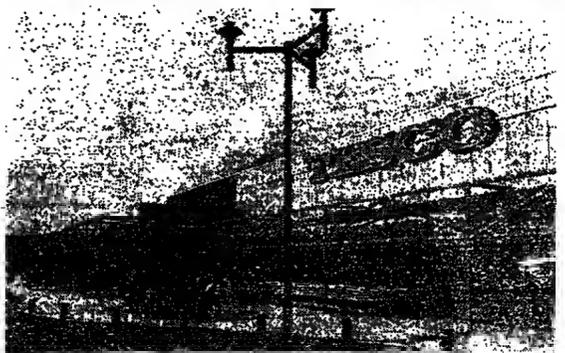
Even simple devices to cut the loss of cold air from meat chillers and freezers help to keep energy costs down.

An innovation is the use of microprocessor-controlled compressor packs of differing outputs for refrigeration plant, enabling compressor output to more accurately match the actual load.

Tesco's long-term interest in energy conservation may also benefit other retailers. In February 1985 it was awarded a £90,000 Government grant for a two-year project that could help save millions of pounds a year in heating and lighting costs. Ten Tesco stores have been fitted with monitoring meters to provide day-to-day information on energy consumption that could mean much more accurate control over electricity and gas costs.

Energy-efficiency measures at Tesco stores throughout Britain are estimated to be saving £2 million a year. The group's total energy bill in the last financial year was about £20 million.

With their low energy costs, Tesco are creating a powerful case for more energy efficient all-electric solutions to energy needs in the retail trade.



Tesco's superstore at West Thurrock saves thousands of pounds a year through heat recovery and other all-electric features.

other Tesco stores of equivalent size, comes from a water-to-water heat pump. This machine, the only one of its type in a retail store in Britain, recovers the heat extracted from refrigerated food displays and cold rooms and uses it to warm ancillary areas and provide hot water.

Numerous other energy-saving features, including an automatic building services management system, are cutting costs by a further £5,000 a year, making it a model of energy-efficiency for Energy Efficiency Year.

Impressive efficiency

Heating and cooling of 6,100 square metres of sales area in the West Thurrock store is provided by six rooftop air-to-air packaged heat pumps. This is a tried and tested system for Tesco as nearly 200 heat pumps have been installed at their stores - all of them controlled automatically to

Please send me further information on the efficient use of energy in business.

Name _____ Position _____ Company/Address _____

Please send the coupon to: Electricity Publications, PO Box 2, Central Way, Feltham, Middlesex TW14 0TG.

PLANELECTRIC

Wake up to a better Britain

From previous page

part of the country and the team from the Department of Energy's Energy Efficiency Office will have follow-up meetings this year. The message must be re-emphasized, Mr Walker says, and the lessons and techniques learned passed on.

Some areas of industry and commerce have been more fertile ground for the energy efficiency message than others. The high-tech companies have a natural interest in using their own products to control fuel consumption, but the retail trade has been quick to learn: most leading stores groups can point to savings. Tesco goes as far as to sponsor energy awards for energy savings among local authorities.

The banks, too, have been quick to learn. One of the big five, insisting that every branch manager is responsible for the heating bills in his or her branch, has set targets for achievable reductions. The electricity and gas industries are also playing their part by sponsoring awards for the efficient use of their products and by trimming their own heating bills. The most energy efficient building in a recent competition run by the Royal Institute of British Architects showed how to make the best use of electricity.

Some companies have refused

Mr Walker's breakfast invitation, but the excuse has had to be good. Porsche Great Britain was able to offer such an excuse. The executive invited was too busy working on the company's new energy efficient headquarters building outside Reading.

The Porsche GB building is probably in line for most available energy saving awards, incorporating, as it does, energy efficiency techniques from the company's innovative car designs. The same heat-absorbing and load-bearing glass as used in its supercars forms part of the roof of the building.

Another result of the breakfast meeting is that more than 50 per cent of British companies

have been appointed since Peter Walker began his campaign two years ago.

"During that time more than 16,000 top executives attended breakfast special seminars and membership of energy management groups has grown by 70 per cent. This is nothing short of a revolution in management attitudes toward energy efficiency and one on which we shall capitalize in Energy Efficiency Year.

"We will do this by launching new-style 'Money' breakfast seminars. The new presentation will promote detailed technical know-how to help industry tackle practical problems. They will include videos and on-stage demonstrations of the latest energy efficiency equipment.

Interviews with leading industrial and commercial figures who can explain the benefits of those technologies from personal experience; and at each venue there will be an exhibition where further detailed advice will be immediately to hand.

"Also for the first time there will be a new competition, open to every energy management group in the country that has made the biggest contribution to energy efficiency." This new competition will be sponsored by British Gas.

DY

Glasshouse efficiency: Porsche's new HQ

have now appointed energy managers, a development described as "little short of a revolution" by the department.

David Hunt, the minister responsible for coal who has been working alongside the Energy Secretary on the efficiency campaign, said: "Positive proof that the energy campaign message is getting across to decision-makers at executive and boardroom level is that thousands of energy man-

agers have been appointed since Peter Walker began his campaign two years ago.

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DY

How the Barbican got lit up and saved a fortune

While almost every company director must by now know this is Energy Efficiency Year - those that claim they don't will soon be in the Department of Energy's sights - it is remarkable that fewer than two per cent of managing and financial directors who recently took part in a survey actually knew the size of their company's annual fuel bill.

The survey was conducted by Emstar, the contract energy management company, set up last year by Shell. In the South of England, 200 companies were involved in the survey.

Richard Tinson, Emstar's managing director, said: "The survey demonstrated the low priority given by most senior management in the UK to the whole question of energy efficiency. A staggering £7 billion a year could be saved in Britain through properly structured and implemented energy management programmes."

By adopting such programmes Shell cut its own energy bills by 30 per cent, and formed the company to pass on the lessons learned on the basis of customers paying for the service out of the savings made.

The lack of an appreciation of the size of savings and the ease by which they can be made by using modern energy management systems is something which the Department of Energy has been struggling against. But there are clear signs that the breakthrough has been made.

Emstar itself has won contracts worth £25 million since the Energy Secretary inaugurated the company over a year ago and is close to announcing a major contract.

Industrial companies such as Expanded Metal, in Harlepool, and P. Miller, the Glasgow textiles group, called in Emstar and have benefited from £370,000 of investment in energy saving hardware and expertise with the cost met from their fuel savings.

The health-care sector special treatment centres, such as Corseford School, in Scotland, Lingfield Hospital School, in Surrey, and St Christopher's Hospice, in London, benefit from the Emstar Guaranteed Savings scheme. Residential and commercial property owners are also using it, and in the educational sector, energy management equipment and controls and techniques are extremely beneficial.

As in most areas, the main competitor for the Shell company comes from its arch-rival BP, which has also set up an energy management specialist company.

The common factor in these energy management savings schemes - and the one which makes it hard for the laymen to understand why all companies don't adopt them - is that the fees for management and the cost of sophisticated hardware is met entirely from the fuel bill savings. No savings: no cost.

The easiest way of savings is of course, to switch something

off - but that is hardly the most efficient way of using energy. Getting the same amount of work from fewer units is far more sensible, and among the easiest ways of doing that it to replace older equipment such as lighting with the new types developed by people like Philips and Thorn, which give out the same amount of light for less electricity and also last considerably longer.

The lights in the Barbican Centre in London have been replaced by Philips bulbs and have saved over £25,000 in the first full year of operation.

Mike Goodwin, divisional director of Philips Lighting, said: "The employment of modern lighting equipment encompassing the use of the latest lamp technology could significantly contribute to reducing the country's £7 billion energy waste problem."

"The problem that lighting manufacturers face is that conventional lighting which has higher running and maintenance costs, is often cheaper to purchase than new lighting technology, which produces much greater energy savings."

The most efficient way to use energy, however, is to make sure that the price paid for it is as low as possible. The gas and electricity boards offer a plethora of tariffs rates, often

depending on company size, the type of industrial process used, as well as geographic considerations.

By making sure that you are not paying more than you absolutely need to is not as simple as it sounds. The access to detailed comparative tariff rates is needed to argue the case convincingly.

National Utility Service, the European subsidiary of a company originally started in New York to advise the tenants of the newly opened Empire State Building on how to negotiate their electricity contracts, can offer considerable savings to industrial users, again on a no-cost savings. It charges its fee as a proportion of the money saved.

By calling on its massive data bank of industrial users past experiences the service can ensure that its customers are paying no more than is absolutely necessary for their gas and electricity.

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BRITISH COAL. THE SHORT CUT TO LOWER PAPER COSTS

Bowaters operate one of Europe's largest papermaking sites in Kent, with a capacity approaching 500,000 tonnes each year. In the process, the Company consumes around 280,000 tonnes of coal per annum.

The mills produce a portfolio of papers, ranging from quality gloss coated grades through computer and business needs, to towelling and packaging.

Whilst mainly serving the UK market there are significant exports and the Company faces competition in both areas. In addition to the essential marketing tools, good cost control is vital.

Coal is burnt in water tube boilers, producing steam for electricity generation and papermaking heat, particularly drying rollers. The steam satisfies all of the mills heat requirements and about 50% of the power needs.

For the papermaker, energy costs are of prime concern. Bowaters have found, like many other companies, that coal is the most economic source of energy.

The cheapest source of energy

British coal costs less than other fuels. And the NCB intends to make sure coal prices remain competitive.

World-beating technology

British coal leads the world in combustion technology, and methods of coal and ash handling. To maintain coal supplies there is a nationwide network of distributors who are strategically situated to give advice and provide an efficient service to industry.

Real help with conversion costs

The government's confidence in the coal industry is demonstrated by the extension of the coal firing grant scheme until at least June 1987. The current limit of £75 million on total grants has been lifted. This scheme, with the backing of European loans, creates a really attractive financial package.

A final word from Malcolm Edwards, Commercial Director of NCB: "We intend to keep British coal competitive and by reducing our costs retain attractive differentials. This is good news for all our customers. Let us talk - we can do business together."

NCB THERE'S NEVER BEEN A BETTER TIME TO CONVERT TO BRITISH COAL.

When conservation can make more jobs

The Association for the Conservation of Energy, the country's only high profile pressure group on the subject, has calculated that up to 155,000 new jobs could be created by a £24.5 billion, 10-year investment programme.

The group, which not surprisingly comprises most of the big names in the energy conservation industry, says that following an independently researched investigation of the employment generation potential the increased level of activity would lead to annual energy cost savings of £218 billion a year at 1982 prices. This would be the equivalent of 46 million tons of coal.

Unfortunately for the association's ideas, they need substantial state backing at a time when self-help and free market forces remain the watchwords of the Government.

The association states: "Despite the very attractive rates of return the low priority given by householders and industry to energy conservation investment in the past suggests that government support in the form of pump-priming would be required. However, even at 75 per cent of capital costs, this would still produce a cost per job substantially below that of the Government's existing regional policy."

The association, formed in 1981, is bitter about the way shifts in government policy have upset the market and the industry. Andrew Warren, its director, stresses that much of the capital investment made by the industry to increase capacity was at a time when energy conservation was popular with the Government. But with cuts in stimuli such as home insulation grants, even some of the most efficient plant is under-utilized.

The association's 16 members are particularly angry by what Mr Warren claims is a 20 per cent cut in the English home insulation scheme. "So substan-

tial a reduction in the only form of direct financial assistance available to all householders is extremely damaging and can in no way assist in the Government's laudable objective of making Britain the most energy efficient nation in Europe within the lifetime of this Parliament," he says.

Mr Warren calculates that the overall budget for the scheme has been cut from £28 million in 1985-86 to £23.5 million next year, a fall of £4.5 million while in Wales the budget has been cut from £2.8 million to £2.5 million. This, he says, could mean that up to 60,000 eligible house holds will be able to claim assistance during 1986-87.

The association, which has coined the phrase "the fifth fuel" for conserved energy, regards itself as a political pressure group just as much as an industrial grouping.

"The industry had reached its nadir in 1981 and not one minister was in the slightest interested in energy conservation at that time. We wanted to make certain that the issue would be addressed politically," says Mr Warren.

Peter Walker, has begun to appreciate that energy conservation has "political mileage", according to Mr Warren. Energy Efficiency Year should provide a useful public relations boost to the association's efforts "but it is important that we turn it into more than an opportunity to grab quick headlines and we must address ourselves to the removal of those major market place barriers".

There remains the problem of apathy. "There is a lot going on in the energy conservation field but one can be blinded by the enthusiasts. For many people, given a very low priority and it is to these people that we must deliver the message," he says.

Edward Townsend
Industrial Correspondent

FOCUS

rbican and tune



LIGHT ON POWER: Good directional and colour-rendering properties are essential for lights used to highlight retail goods. Energy consumption is also a crucial factor and the PL lamps shown here operate at six times the efficiency of filament lamps. With an estimated 5,000-hour span compared to the 1,000-hour average life of the filament lamps, the PL lamp is the kind of cost-saver favoured by the Energy Efficiency Year campaign.

How more can mean less

Ideal Standard, one of Europe's leading sanitaryware manufacturers, has just won acclaim with a phenomenal energy saving project. Last year, the Cheshire-based company installed a new kiln which uses 56 per cent less fuel than its predecessor, while process and space heating energy consumption at the plant has been cut by 74 per cent.

By the end of last May, about 5,400 companies had appointed an executive with special responsibility for energy saving as a direct result of the breakfast briefing sessions. The Department of Energy, claiming a huge success, said that a total of 16,000 business people had attended the briefings and three-quarters had begun to keep a regular check on their companies' energy usage.

But the critics remain unconvinced and many, including the Commons Select Committee on Energy, want the Government to devise "hard policy options" to cut energy consumption. And Britain, it seems, has a lot to do to catch up with its major competitors on the energy saving. A recent European commission report said the UK had made less effort than almost every other EEC country to improve its energy efficiency since the oil crisis of 1973.

Containers won an award for cutting energy costs by 80 per cent a year by replacing gas firing with immersed electrode systems in the glass-making furnaces. British Gas maintains that similar savings can be won by changing to gas. "With all the indications pointing towards natural gas supplies lasting well into the 21st century and onwards, that changeover must make good monetary sense too," it says.

All steamed-up about waste

Each year Britain uses a vast amount of energy - more than 200 million tons in terms of oil equivalent. Nearly half of this amount is used by factories, offices and shops. A lot is wasted or under-utilized, creating unnecessary costs and making firms less competitive. About £100 million a day is spent on energy - £20 million of which is wasted, hence the Government's encouragement of industry in Energy Efficiency Year to look closely at energy management.

water, which is usually available; it can store and carry a lot of heat at a temperature at which it can be used conveniently. But often it can be used inefficiently, despite highly sophisticated boilers and computer controlled monitoring equipment. Heat can be lost through radiation from steam pipes. Inefficient lagging can cost industry thousands of pounds. A simple illustration will demonstrate the cost. A 10ft. length of uncovered 6in. piping carrying steam at a pressure of seven bar (100 pounds per square inch) can waste five

by implementing low-cost improvements such as plant and pipework lagging. That is not all. Further saving of between 15 and 20 per cent can be produced through capital investment in, for example, heat-recovery equipment and more energy-efficient plant. The government energy efficiency office offers a range of services to industry, one of which is the energy efficiency survey scheme which gives grants towards the cost of expert surveys. The object is to identify what energy waste is costing and what can be done to improve efficiency.

ance to organizations that can demonstrate either new or improved technologies that enable energy to be used more efficiently. Under the support-for-innovation scheme, a range of financial support is also available from the Department of Trade and Industry to enable firms to undertake research and development in new products and processes. The industrial heat recovery scheme provides government assistance for high energy users in industry to commission consultants for design specification and tender work on a heat-recovery project in any factory where energy costs exceed £100,000 a year.

It is more than good housekeeping; fixing leaks can cut consumption by 10 per cent

It is claimed that for every £1 invested in a survey, average savings of £15 a year are made. The scheme offers support for three types of survey: short, extended and combined heat and power feasibility studies. For the short survey a 50 per cent grant is offered towards the cost of consultants, charges (excluding VAT) up to a maximum of £250. Similar size grants are offered for extended surveys and combined heat and power feasibility studies, the maximum grant in these two cases being £10,000.

tonnes of coal or 650 gallons of oil a year - ie. between £250 and £360 worth of fuel. There can also be unnecessary loss in space heating. Proper regulation of temperature requirements provide enormous savings. Another obvious way of reducing work to be done by the steam is to cut out unnecessary heating of corridors or rooms not in regular use. It is no more than good housekeeping. It is estimated that dealing with steam leaks and turning off unnecessary lights can reduce energy consumption by as much as 10 per cent. And savings of between 10 and 15 per cent can be achieved

also provides financial assistance to cover conversions of other industrial oil-fired equipment and conversions of gas-fired equipment to coal. Service as well as manufacturing industries - along with agriculture - are eligible and the minimum qualifying threshold for the total project costs has been reduced from £25,000 to £15,000 to help smaller firms. Projects which are eligible for a grant under the Department of Trade and Industry's coal-firing scheme could in principle be eligible for a European Coal and Steel Community loan.

Michael Hatfield

Working together to raise competitiveness

Ideal has pointed the way to what energy conservation experts in the gas, electricity, oil and coal industries have known for a long time - that vast amounts of power are being wasted in the UK by inefficient industrial processes. Ideal's efforts earned it the 1985 Gas Energy Management (Gem) award for industry, a competition that is matched by the electricity industry's Power for Efficiency and Productivity (Pep) awards. Both contests take on a far greater prestige nature this year with the winners almost guaranteed a much higher level of publicity and fame.

Both industries claim their schemes have played a major role in energy conservation. Last year, British Gas celebrated the tenth anniversary year of the Gem awards with contestants who between them saved a record 39 million therms of gas and described it as "an outstanding achievement by customers, manufacturers, British Gas sales engineers and research establishments" all working together to improve competitiveness and reduce costs in British industry, commerce and the public services. The Pep scheme, begun in 1984, has also had impressive results. In its first year the 28 regional winners achieved an

investment of £2,800,000, giving an average pay back of 14 months. The national finals of the Pep competition will take place in London on January 29. Two examples of the Pep regional winners from each end of the country show what can be achieved. In Putney, Smiths Industries, Aerospace and defence systems installed an electric vacuum furnace in place of a gas-fired process for brazing and cut energy costs by £22,000 a year, or 95 per cent. In Alloa, United Glass

An award for 80 per cent costs cut. France and Denmark had made savings of up to 30 per cent in the industrial and housing sectors, but Britain lagged in eighth position with a reduction in energy usage of only 17 per cent. Now, with the adoption of a higher profile for schemes such as the Gem and Pep awards, it is hoped that this trend can be reversed. But the snag for most hard-pressed industrialists is that the energy utilities and companies are, of course, in fierce competition with each other, choosing to stay with an existing energy source or investing in something new can be a time-consuming task. The 28 Pep winners last year achieved a total savings of £2,400,000 in the first year for

An advertisement for BP

Use less BP

Schools learn fast

The claim that the link between convection heating and the time and energy which can be saved by baking biscuits in a convection oven rather than a conventional oven is not obvious at first sight is undoubtedly true. It is also used by the Electricity Council to illustrate how difficult it is for school children to relate theoretical ideas on a school syllabus to their applications to daily life and industry. If it is important for children to have a wider appreciation of how scientific principles can be applied to everyday life and to particular how energy can be used much more efficiently in manufacturing processes, it is vital for the energy producing industries as well as teachers to have a hand in the educating process. To this end, the Department of Energy runs a schools' energy efficiency competition every two years. This year, with the Electricity Council as the main sponsor, the contest will embrace the concepts of both Energy Efficiency Year and Industry Year. Other sponsors are British Gas and the oil company Conoco.

competition must increase understanding in particular subject areas. The key point made by the council for this year's competition is that it must be "memorable, useful and fun". Energy Factor is aimed at 12 to 16 year-olds and involves appreciation of, and involvement in the choice of different fuels, fuel prices, efficiencies of conversion, energy distribution and application to the product. The idea is that pupils should investigate an "industrial" process in the kitchen, bathroom or elsewhere in the home, measuring energy consumption, accounting for its use and possibly asking and showing how to improve energy efficiency in one or more processes which have industrial analogies. The findings are then analysed in the classroom, using software provided by Hobsons, the publishers for the Careers Research and Advisory Centre, which is organizing the Energy Factor competition for the council. There is a particular emphasis on teamwork, with each collating team comprising at least six people and each entry requiring data from a minimum of 20 homes. Competitors with interests in non-science subjects have as much of a contribution to make as those with science and computing skills, say the organizers. Credit is given for cross-curricular involvement. The competition is to be launched in May with competition packs arriving in schools in June and work beginning in September. The televised national finals will be in London in 1987.

We also want you to use less coal, gas and electricity. According to Government estimates, British Industry wastes at least £7 billion worth of energy each year. Their figures also suggest that the average company could consume 20% less energy by using it more efficiently.

Which is where BP Energy comes in. First, we will help you put your finger on that wasted 20%. Then, we'll design, install and maintain whatever you need in the way of equipment and control systems. If you spend over £100,000 a year on energy, call Peter Wright on Uxbridge (0895) 56662 and he'll tell you more about how to spend less.

At first glance it may seem foolhardy for us to suggest you buy less of our products. But then in the long run we think it will be best for everyone. BP Energy Limited ENERGY MANAGEMENT AT ITS BEST

Home thoughts from within: A look at a town where up-to-date housing is encouraged and, below right, faults to overcome

In a cradle of English tradition, the future in bricks and mortar

Surrounded by some of the most perfectly preserved historic villages in England, Milton Keynes seems to be the ideal setting for developing the home of the future. After all, comparing draughtily leaded windows with sound-proofed, well-insulated double glazing on a cold winter morning is the perfect antidote to sentiment.

Already, home-owners have been able to take a glimpse of the future by visiting the Homeworld development at Milton Keynes and seeing the energy savings they can achieve simply by utilizing available techniques.

The next phase - to demonstrate that such energy savings can be achieved in liveable and comfortable homes - will come in spring when the Milton Keynes Energy Park opens. Most of the national builders have planned the homes they are to build and several smaller local firms have also agreed to take part.

The smaller builders are determined to show the big boys that they do not have the monopoly on good ideas. One builder has incorporated his ideas into his home and hopes to win several contracts to build his brainchild in various parts of the country.

One of the remarkable and interesting aspects of what the locals like to describe as the Milton Keynes effect is that the companies involved and the people who eventually will live in the homes have no inhibitions about working and

living in an environment that bears considerable resemblance to a goldfish bowl.

Each day the new city is visited by architects, town planners, industrialists and developers from all over the world, who have come to see the latest applications of modern industrial and residential planning in action.

Most go away with the impression that what they have just seen is how we will be living in the 2000. However, the city's staff point out that they have just seen is "how we are living now in Milton Keynes". There is nothing dramatic about the energy-saving homes being built.

In Milton Keynes, all the available equipment and tech-

energy-efficient house - a level chosen by the designers as something practical rather than what they could ultimately achieve - is 30 per cent better than most modern housing.

The Milton Keynes Energy Cost Index is based on a house's total annual energy running costs under certain standard conditions of occupancy and use. Unlike the existing building regulations, the index takes into account most of the factors which directly affect a house's energy performance, such as the heating system, the building's position in regard to the prevailing winds and the sun and the type of glazing used.

The MKECI is presented as an index figure and is assessed on a specially developed micro-

Analysis of the slope orientation and exposure of the Energy Park site led to the development of two distinct planning zones. In one, shelter will be emphasized; in the other the lack of shade will be capitalized on to provide the maximum solar gain in each building.

Stephen Fuller, the co-ordinator of the park, said: "Even on a site of 300 acres there are advantages to be gained from utilizing the local micro-climate to the full and planning the landscape to make the best use of the available wind, light and shade."

"By planting different types of trees we can make sure that houses which need to be sheltered in the winter are and that factories which need to be sheltered from strong sunlight in the summer are also protected."

"This is an aspect of energy saving that has not been fully utilized and we have been lucky in being able to have access to a green-field site."

"But there is not any magic way of making a house use half as much energy as a comparable one elsewhere. The secret is to use all the available techniques in the correct combination," he says.

"When people come to see our energy saving homes and factories they will be surprised how normal they, look. The final fuel bills, however, will not be normal."

The city has found a solution to different household needs

Techniques have been brought together in combinations which precisely suit each house design and built.

What works in one house may not work in another because of its size or shape or because of the type of family living in it - small babies who need a warm environment are more energy costly, for example.

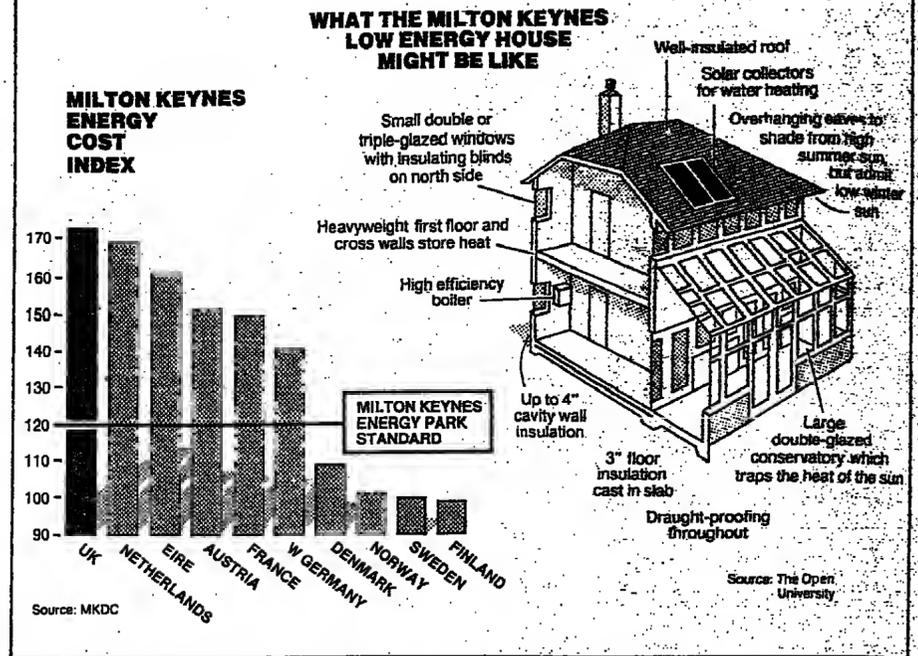
To cope with this phenomenon, Milton Keynes has come up with its own energy-efficiency index for the homes involved.

It shows that even the most

computer program. This enables the developer and the architect to feed in the relevant information about the individual house to make sure that it meets the MKECI level.

The positioning of the buildings on the site - helped by the fact that the developers have access to a greenfield site where the roads have already been aligned in relation to the prevailing weather conditions - will be crucial to their energy performance.

This is one aspect which has already been studied by architects and planners from abroad.



HOME SWEET ENERGY-SAVER: The diagram shows how a typical suburban house can be made more energy-efficient. One way of assessing that efficiency is to use the Milton Keynes energy cost index (above, left).

Houses in the new town's Energy Park have a better maximum, 120, than the UK standard, which fixes an energy cost index of no more than 170. The index level of 120 makes them at least 30 per cent more efficient than those built to

British building-regulation standards. The level was set after studies showed that 120 was feasible with current technology and materials. The energy-saving measures shown here should individually "pay off" within five years.

If you can't stand the heat loss fix the kitchen thermostat

Every man's home may be his castle, but it can also be an astonishing cause of lost energy, which means money out of his pocket and a wasteful drain on the nation's resources.

That is why the Department of Energy, in its efficiency campaign this year, has had the biggest mail-drop in the country's history, sending out 20 million pamphlets to make householders more energy-conscious.

Heat - that is, energy - can escape through the roof, the walls and windows. It is estimated that in a semi-detached house without proper insulation there could be a loss of £75 a year, depending on the heating system. Open doors in a house could cost the householder another £100. As for windows, it is estimated that 25 per cent of the heat in a single-glazed building disappears through them.

Hot water tanks and pipes are another source of energy and money loss - in cash terms, up to £2 a week. A hot water tank should always be fitted with an 80mm thick lagging jacket. Without a lagging jacket, according to Electricity Council statistics, enough heat for up to 16 baths a week can be lost. This would be enough electricity to keep one bar of an electric fire going for 80 hours. Heating the house itself can

be brought under better control. Such simple measures as checking the time switch on the central heating system, or lowering the thermostat lead to energy cost saving. Heating bills can be cut by about 8 per cent if the room temperature is tuned down to 20 degrees C (68F). Another way is to fix aluminium foil behind radiators which are on outside walls so that the heat is reflected back into the room. Special foil can be bought for the purpose, but ordinary kitchen foil will do.

Effective draught-proofing is another obvious way of not only keeping out the cold blast of air but saving energy, fuel costs. According to the Draught Proofing Advisory Association, four out of five households without adequate draught-proofing are wasting energy to the equivalent of leaving the front door wide open for 3½ hours every day.

Energy consumers without draught-proofing are probably spending on average at least an additional £35 a year on heating bills which could be saved. On a national level this wastage accounts for £600 million a year.

Hot water tanks and pipes are another source of energy and money loss - in cash terms, up to £2 a week. A hot water tank should always be fitted with an 80mm thick lagging jacket. Without a lagging jacket, according to Electricity Council statistics, enough heat for up to 16 baths a week can be lost. This would be enough electricity to keep one bar of an electric fire going for 80 hours. Heating the house itself can

smokeless. The NCB claims it can cut fuel bills by up to 50 per cent.

Being energy-conscious around the house saves money. Matching a pan to the size of the ring on the cooker is one example. Cooking more than one vegetable in special segmented pans is another.

There are some not so obvious but well worth the thought. When pre-heating an oven, remove any shelves, trays or tins which are not required. Energy is wasted heating them.

A freezer can provide benefits. By cooking more than immediate needs, they can be frozen to be used later. And the freezer or refrigerator will always be more economical if kept at least three-quarters full.

Lighting is unlikely to use a lot of energy compared with heating or cooking, but the amount and cost of electricity can be reduced by using fluorescent lighting or the new energy-saving bulbs instead of ordinary filament light bulbs.

A 100W bulb uses about £5 worth of electricity during its average 1,000-hour life. Fluorescent tubes and the new compact energy-saving bulbs use 75 per cent less electricity than ordinary filament bulbs for the same amount of light and can last five times as long.

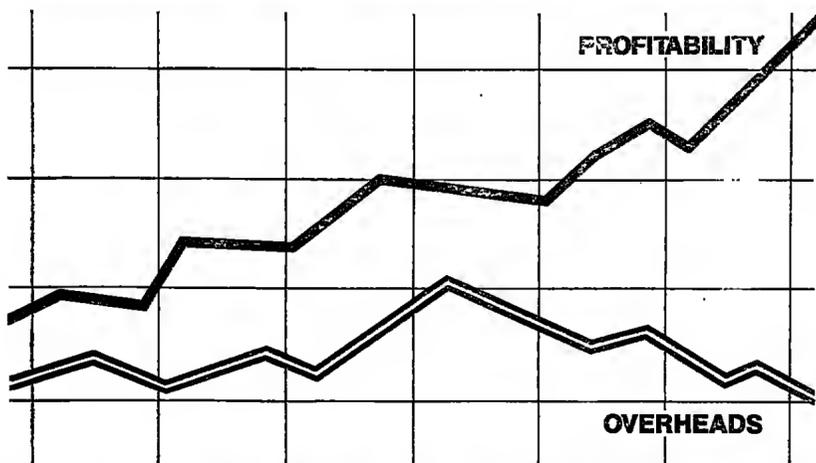
The National Coal Board is now running a pilot scheme in the Midlands with a new type of home boiler, already used in industry, which can burn ordinary coal and yet is



Lofty ideal

To some it may seem a lot of hot air but to the Energy Department this airship promoting the slogan for the 1986 campaign represented an efficient use of fuel. It flew at a £25,000 hire cost for a week over the industrial conurbations of the West Midlands and London to put over the message to business and the media that energy waste means profit loss. The 164ft-long, 46ft-diameter airship was able to carry the £2m slogan and up to 10 people using only six gallons of fuel an hour. Its two car engines use up to 100 gallons a 12-hour day, less than a passenger jetliner uses in taxiing for take-off alone.

ENERGY EFFICIENT LIGHTING



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If you're looking to reduce running costs make sure you don't ignore one area that's directly overhead - the lighting. Lighting can cost your organisation far more than you may think. In the UK last year it accounted for a staggering £1,200 million, much of which was spent unnecessarily.

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For further details of our free advisory service, contact Christine Anderson on 01-802 3151.

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Loft insulation can still attract a grant

There are many ways to make a house more energy-efficient. Insulating the loft is a good start. It will need at least 4in. (preferably 6in.) of insulation, and it may not be necessary to pay for it all.

Depending on the circumstances, which include the depth of the insulation, the local authority could grant up to £90. Insulating the cold-water tank will also prevent its freezing during the winter.

Heat loss through walls can be considerable - up to 35 per cent. Much of this can be saved by cavity wall insulation, amounting to about 25 per cent of the annual heating bill, according to the National Cavity Insulation Association.

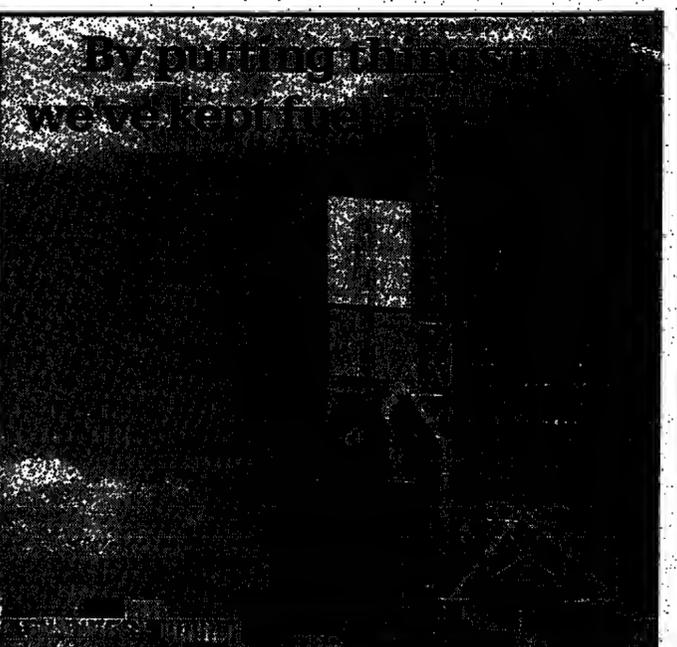
It estimates that a typical centre terraced house costs on average £300 to insulate (for all materials), a semi-detached house between £400 and £500 and a detached house (based on 100 square metres of all area to be insulated) between £500 and £600.

Revealing figures of how the money goes to waste

Double glazing halves the loss through windows; triple glazing or double-glazing using low-emissivity glass halves it again.

The Glass and Glazing Federation produces some revealing statistics: if a typical 1920 to 1940 semi-detached house with 16 per cent of the external walls single glazed is examined, it is estimated that about 22 units of heat are lost through the roof, 47 units through the walls, 29 units through the floor, 29 units through ventilation and 30 units through the windows. With double glazing, heat loss through windows would be reduced to 16 units - a saving of 14 units of heat from a total of 150.

In a similar house built to present minimum insulation standards, heat-loss figures would be nine units through the roof, 27 through walls, 18 through the floor, 29 through ventilation and 30 through single-glazed or 16 through double-glazed windows. Double glazing, in this case, saves 14 units out of a total of 113, a saving of 12 per cent.



This high-efficiency plant is just one example of Blue Circle's continuing triumph over energy costs.

Since we began our energy-saving programme in 1971, we've become more fuel-efficient every year.

Throughout the group we've shown savings of over 30% since 1968 - and with a fuel bill running into millions, that's a significant sum of money.

At Blue Circle we believe that efficient use of energy is simply good business sense - because no well run company has money to burn.

Blue Circle
Blue Circle Industries PLC
Portland House, Aldermaston, Berks., RG7 4BB

FOCUS ENERGY EFFICIENCY/5

How to warm up at the right time

Two weeks before Christmas and the staff of a high street Barclays Bank were planning their annual party, which meant heating their premises after office hours. It took a telephone call to Britannia House, London, to get the control mechanism changed, for that is where Barclays head office now controls the energy requirements for 50 of its major branches through a central computer.

In towns as far north as Preston and to the south in Brighton, the daily needs can be monitored by the hour, and changed where necessary. The energy saving has been estimated at £2,000 a year for each branch.

Keith Thomas, who controls the bank's energy management programme, says there are plans to extend the system, but there comes an optimum limit before extra computers have to be installed and staff employed to monitor them.

In the meantime the bank has conducted a survey of 2,500 of its branches' offices, all of which now have to send in monthly returns so that they can be checked against given targets. The annual saving is estimated to be £750,000.

Energy management systems and targeting are now key items in making offices more cost - and energy - efficient. They cover such areas as improved insulation, weather tightness of structures, control of engineering systems - heating, ventilation, air conditioning and electrical systems -

A government office has made 40% savings

lighting levels and switching arrangements, management and good housekeeping.

Mr Thomas's comments are applicable to any efficient office management scheme: "Engineering systems, particularly heating, have revealed shortcomings in design which reflect the previous availability and cheapness of fuel."

"To achieve energy savings it has been necessary to install more sophisticated means of control such as micro-processor based control systems, individual thermostatic radiator valves. In some cases there has been the replacement of large energy consuming systems by modern highly efficient equipment and design techniques."

Energy savings of nearly 40 per cent have been achieved in a government office building



Keith Thomas: Controlling energy for Barclays and saving £750,000 a year

through the installation of a building management system. The Building Research Establishment assessed the system performance by detailed monitoring before and after installation.

The system remotely controls two buildings representative of medium-sized, conventionally-heated, naturally-ventilated office buildings and is capable of controlling up to 30 buildings.

A single intelligent outstation is installed in each building, linked with a central station but communicating only in exceptional circumstances or at the operator's request.

The concept of integrated environmental design for office blocks is now an accepted standard of building techniques. What it means, in energy terms, is that the building is built, and even sited, to maximize energy efficiency.

"A building can be warm on one side and cold on the other because of environmental conditions. It is the equivalent of a person sitting in front of a coal fire with the back door open. So why not disperse the energy more efficiently?"

The same person sitting in the middle of an open plan office will give off more heat, around 150 watts, than a colleague sitting by a window with a north wind blowing. With insulation and the heat extracted through the electric light system, the energy can be re-circulated to keep the whole of the office at an even temperature.

Even the orientation of a new office can be important in energy efficiency, particularly as the development of glazing increases. Buildings with their main glazing on east and west faces reduce the total solar gain because radiation can only be incident on one face at a time and then only for a limited period. A southern facade will be to the sun most of the day.

While oil, gas and electricity heating systems have been favoured methods for heating offices, coal would now appear to be making a comeback after years of seeing the traditional

Wastage reduced by new techniques

coal yard near an office turned into a car park.

The Coalfield Committee Campaign, which is backed by 70 local authorities, have just released a paper - *The Heating of Public Buildings* - demonstrating the benefits and savings of coal use by the experience of Doncaster council.

More than 75 per cent of the council's buildings are heated by coal and there has been an estimated saving of £171,300 in 1983-84.

George Christian, assistant chief engineer, says: "It is generally assumed that solid fuel is less controllable than other fuels. However, in Doncaster we have applied the most sophisticated microprocessor controls to our coal-fired heating plants".

He added: "Over the past

three years we have achieved and maintained in excess of a 20 per cent overall saving on our energy budget, including a reduction of 19 per cent in solid fuel consumption."

New boilers, heat pumps and remote control systems are cutting down the costs, by saving energy, in many established buildings. Targeting has also become important. By introducing targeting, for example, the Greater London Council has achieved cumulative savings of £38 million in school buildings.

Lighting in offices is a prime energy burner, especially where it can account for up to 50 per cent of installed electrical load. Potential savings of electricity for lighting range from 30 per cent to 70 per cent.

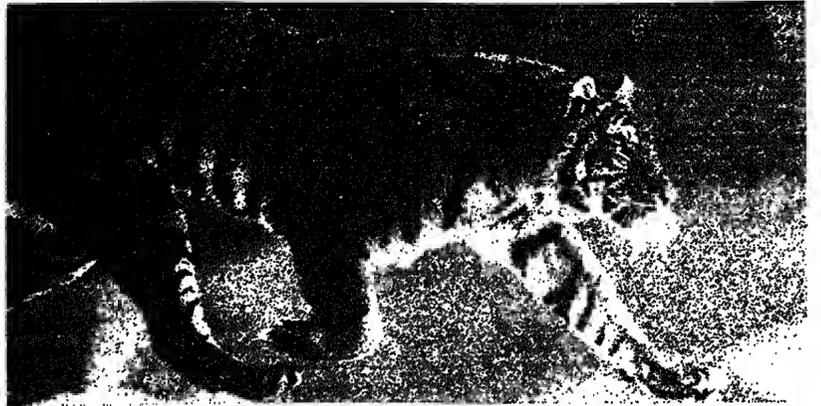
An analysis of standard lighting application reveals that most wastage arises when lights are used outside normal working hours, while occupants are away from work stations or while daylight levels are adequate.

Several new techniques have been developed to reduce wastage of this kind. One example is time-based switching on and off of bulk lighting to match the normal working day, with local manual reset to cater for abnormal requirements.

Another is time-based switching off of bulk lighting at regular intervals with reset facilities on each light-fitting, forcing occupants to reassess their need for lighting and to turn on individual fittings only if required.

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We in Esso have been highly successful in improving our overall energy efficiency. And our efforts are increasing as existing programmes are extended and

new programmes introduced. Since 1974 we have been the proud sponsors of the Royal Society Energy Award - given each year in recognition of significant advances in energy efficiency technology.

Esso wholeheartedly support the aims of MONERGY '86. Not just because we all need to use energy resources wisely. Nor just because a business uses energy efficiently in order to be more competitive. But simply because it's just plain common sense.



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Requires young secretary with previous experience for interesting and varied position in small Bond Street showroom. Smart appearance necessary, shorthand and typing essential. Immediate start required. Phone Lizzie 629 8063

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Well presented, fluent English and French. Good typing ability, good memory, willing to travel. Please send CV and full details to Box 1312 N The Times.

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The Executive Director of an international organisation needs a dynamic PA to run a small but busy office near Liverpool Street. If you can provide a friendly atmosphere in a hectic environment and have good office skills this could be for you. Languages would be an advantage but are not essential. Starting salary is £9,000 p.a. White Box No 1813 N The Times.

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SECRETARY/ADMINISTRATOR £8,500 p.a. required by another excellent language and business skills training company. Excellent salary. Good benefits. Please send CV and details to Box 1312 N The Times.

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DEATHS
(Continued from p. 33)
Announcement of the death of Mrs. ...
Funeral details for Mrs. ...

BIRTHS
Caitlin (nee Barnard) and Frank ...
Announcement of the birth of a daughter ...

MEMORIAL SERVICES
A Memorial Service for ...
Funeral details for ...

IN MEMORIAM
GEOFFREY JOHN WILLIAMS
Funeral details for the late ...

DISCOUNTED FARES
RETURN to ...
Special offers for ...

ANNOUNCEMENTS
The more you help us, the more we'll find out.
British Heart Foundation ...

HEARING AIDS
OUR HEARING AIDES
With care and devotion and skill ...

Cancer Relief
Macmillan fund
Willing to help people with cancer?

PERSONAL COLUMNS

Trade 01-837 2104 and 01-278 9232 Private 01-837 3333 or 3311
HOLIDAYS AND VILLAS
"SAVE EYES" CLASS
"EXECUTIVE CLASS"
"TOURIST CLASS"
"AROUND THE WORLD"
"BOOK NOW FOR '86"

FLAT SHARING
PUTNEY, Cheerful flat, 2 bed, 40sq ft.
DULWICH/STREATHAM BORDERS
FLATWATER SELECTIVE SHARING

RESISTA CARPETS
SALE NOW ON
Massive stores of wool branded carpets ...

RESISTA CARPETS
SALE NOW ON
Parsons Green, SW6
Tel: 01-736 7551

LOST PARADISE
IN NORTH AFRICA
A holiday home in a beautiful ...

AIR TICKET SPECIALIST
New York, Los Angeles, London, ...

BOMBAY Non-Stop Weekly
AFRICA (Africa South)

UP, UP & AWAY
Nairobi, Johannesburg, Durban, ...

FLIGHTS FROM UK AIRPORTS
Low cost flights to ...

WANTED
GENTLEMAN WIDOWER
FRENCH MOTHER-TONGUE

HOLIDAYS AND VILLAS
FLIGHTS MADE EASY
The accommodation needed for your holiday ...

HOLIDAY
01-878 9141
Aqua Sport Hotel, Corral Sea, Lagoona 4 star

FLIGHTS MADE EASY
Where the sun takes its winter holiday
From £189

WINTER SPORTS
SKI SUPERTRAVEL
CHALET HOMES FROM £169
FLIGHTS & TRANSPORT ONLY
01-594 5060

SKI HOLIDAY
SPECIAL OFFER
1 Week in the Alps with ...

SKI BONNE NEIGE
Offer of three chateaux in Marbré & ...

SKI HOLIDAYS from £59
BY AIR IN JANUARY

SKI WHIZZ
12 Days Snowing in the Alps

SKI BARBARIS
Tranquil South Tyrol

MUSICAL INSTRUMENTS
THE PIANO WORKSHOP
Specialist in the repair and restoration ...

DOMESTIC AND CATERING SITUATIONS
SUMMER JOBS ABROAD

EDUCATIONAL COURSES
LEARN TO COOK
13 Brooker's Court Place

WINTER SPORTS
HEAVY SNOWFALLS
SKI BARGAINS

FRANCE
NICE, AVIGNON, TROYES, LA PLAGE, VAL MOREL

CHAUFFEUR
Rolls Royce qualified
Chauffeur required for businessman in Westwood

THE CYRUS CARPETS
Carpets
Come and choose a beautiful bargain from our vast collection of Persian and Oriental, old and new carpets.

RENTALS

GOING OVERSEAS?
WE HAVE WAITING COMPANY TENANTS WANTING TO RENT YOUR HOME IN CENTRAL/SW LONDON
Buchanans
Letting & Management 01-351 7767

CLIFTON COURT, W5
Spacious family flat, newly decorated ...

SKI BLADON LINES
Come to us to hire your ski equipment ...

SKI HOLIDAYS from £59
BY AIR IN JANUARY

OVERSEAS PROPERTY
Rental offers for properties overseas ...

SEASONAL SALE
SALE of exclusive designer goods ...

CINEMAS
BARBICAN ART GALLERY
Presenting an exhibition of traditional ...

LEGAL SERVICES
US VISA MATTERS

ART GALLERIES
WALL GALLERIES
Presenting an exhibition of traditional ...

DIAR OF THE TIMES CLASSIFIED
MONDAY Education: University Appointments, Prep & Public School Appointments ...

DIAR OF THE TIMES CLASSIFIED
TUESDAY Computer Horizons: a comprehensive guide to the market. Legal Appointments, Solicitors, Commercial Lawyers, Legal Officers, Private & Followers.

DIAR OF THE TIMES CLASSIFIED
WEDNESDAY La Crème de la Crème: Secretarial/PA appointments over £7,500. General secretarial, Property, Residential, Commercial, Town & Country, Overseas, Rentals.

DIAR OF THE TIMES CLASSIFIED
THURSDAY General Appointments: Chief Executives, Managing Directors, Directors, Sales and Marketing Executives, Public, Finance and Overseas Appointments.

DIAR OF THE TIMES CLASSIFIED
FRIDAY Motors: A complete car buyers' guide featuring established dealers and private sales. Business to Business.

DIAR OF THE TIMES CLASSIFIED
SATURDAY Overseas Travel: Holidays abroad, Low cost flights, Cruises, Car hire, UK Travel, Hotels, Cottages, Holiday lets, Entertainment.

Edited by Peter Dear and Peter Davalle

Today's television and radio programmes



BBC 1

6.00 Cuckoo! A new series of...
7.00 Breakfast Time with Frank...
7.30 News...

TV-am

6.15 Good Morning Britain...
7.00 News...



Colin Blakey as Stalin...

EYE (TV, 9.30pm)

reminds us that wisdom laughs at time...
There is a cartoonist on the...
of Mull who stopped smoking...
two years ago because he...
realized that it did not agree with...
him.

CHOICE

Father - an attitude somewhat at...
odds with the survey that puts...
churchgoing at the bottom of the...
league of life-extending pursuits.

FLIGHT FROM VANDERS

(BBC2, 9.30pm) watersays warning...
beliefs for anyone foolish enough to...
believe the grass is bound to be...
greener in someone else's meadow.

RADIO CHOICE

Calias, Cappuccini and...
the star-studded cast in...
the LA Scala production of...
Porchetta's LA GIOCONDA (Radio 3...
2.00pm), while Edward Heath and...
Helmut Schmidt are among the big...
names in the final programme in...
Michael Charlton's THE STAR...
WARS HISTORY (Radio 3...
9.15pm).

Pharosack on themes from...

Pharosack on themes from...
Richard Strauss's...
The Creations of Prometheus (New...
Philharmonie) 6.00 News.

BBC 2

8.00 Daytime on Two: Maths...
8.30 News...

TV LONDON

8.25 Theme news headlines...
8.30 For Schools the evolution of...
the telephone...

CHANNAL 4

2.30 Film: Charlie Chaplin...
Carnival! (1939) A quartet of...
films made in 1916.

RADIO 4

On long waves. Also VHF stereo...
5.55 Today, Int. 6.30, 7.30, 8.30...
News, 9.45 Business News, 6.55...

BBC 3

1.00 The World at One News...
1.05 News, 1.30 Weather, 1.35 Shipping...

REGIONAL TELEVISION VARIATIONS

CHANNEL As London except: 1.20...
Cookery, 2.30 Falcon Crest, 3.30-4.00...
That's My Dog, 5.15-5.45 Blockbusters...

HTV WEST

As London except: 1.20-2.30...
Country Practice, 5.15-5.45...
Blockbusters, 6.00-6.35 News...

HTV WALES

As HTV West except: 3.30-4.00...
Schools, 10.11-10.26 About Wales...

SCOTTISH

As London except: 1.20pm...
Bodilying, 1.35-2.30 Around 3.30-4.00...

GRANADA

As London except: 1.20pm...
Granada Reports, 1.30-2.25 Country...

ENTERTEINMENTS

Opera & Ballet section listing various performances, including 'Carmen' and 'The Barber of Seville'.

Concerts section listing musical events at venues like 'Royal Albert Hall' and 'Wigmore Hall'.

Theatres section listing plays and productions at various theatres like 'The Old Vic' and 'Theatre Royal'.

Stage productions section listing plays like 'The Scarlet Pimpernel' and 'The Nightingale'.

Music section listing various musical acts and performances.

Dance section listing dance performances and events.

Local events section listing community events and local news.

Cinema section listing film screenings at various cinemas.

Entertainment listings section listing various events and shows.

Bureaucrats rebuked for £25m prison loss

By Stephen Goodwin

Bad debts of up to £25 million that piled up in the running of prison workshops earned the Home Office a severe rebuke yesterday from Parliament's spending watchdog, the public accounts committee.

Hotel group in £100m expansion

By Ian Griffiths

Trusthouse Forte, Britain's biggest hotelier, is to carry out a big expansion of its Post House chain with the aid of a novel funding scheme.

TUC urges union to halt work at Wapping

Continued from page 1

The NUJ's Mr Conroy is understood to have made it clear to Mr Willis yesterday that this interpretation would mean that the NUJ would be free to open negotiations with News International if invited to do so by the company.

Mr Conroy said last night: "Mr Willis is illegally inducing employees to break their contracts of employment. Our print union employees will not be affected by the extra Sunday Times section. They will be paid normally for normal work as covered by their contracts."

The National Federation of Retail News Agents has called on its member retailers to cooperate with production of this weekend's expanded Sunday Times.

Meanwhile, the NGA strongly complained last night that management at the Sun newspaper had "by threats and intimidation" stopped over-seer members of the union from attending a meeting to hear a report from trade union officials on the negotiations with News International and to take part in a secret ballot vote.

Alarm may cut cot deaths



Miss Michelle Richmond with Kate Rapley, aged five months, who took part in a demonstration of the respiratory alarm at Portsmouth yesterday.

When several of her fellow employees lost children from cot deaths, Miss Michelle Richmond, aged 20, an engineer, set out to design a respiratory alarm device to help prevent future tragedies.

The device features a pressure pad in a cover blanket which is placed beneath the sleeping baby. When breathing stops, an alarm sounds to alert the parents that something could be wrong.

A spokesman for Plessey said that the alarm, which is still being developed, was tested recently, using the children of employees, and worked satisfactorily.

Thatcher attacks Heseltine version

Continued from page 1

Minister. "The choice is inevitable," Mr Kinnoch said. He also wondered whether anyone could imagine "a single plausible reason why Admiral Sir Raymond Lygo should fabricate" all the detail he had alleged about last week's meeting with Mr Brittan.

A Foreign Office official last night confirmed that they did send a telegram to Rome on January 8 after a public statement by Italy's Prime Minister Signor Craxi on January 7 endorsing the European Consortium's proposals for Westland.

The official said: "The telegram instructed our Ambassador in Rome to emphasize to the Italian Prime Minister's office that Westland is a private company and that it is for the board of Westland and the shareholders to decide on the relative merits of the proposals made by Sikorski/Piat and by the European consortium."

Pressure on Mr Leon Brittan to resign from the Government was growing on Conservative backbenches last night after the release of a letter from Sir Austin Pearce, chairman of British Aerospace, to the Prime Minister (Our Political Staff writes).

After the opening speeches by Mr Kinnoch, Mrs Thatcher and Mr Heseltine in the debate the verdict of many senior MPs was that the Secretary of State for Trade and Industry was fighting for his political survival.

Mr John Carlisle, MP for Luton North, was even more damning. "I think he has obviously swept away any hope at all of leadership of the party, of support of his colleagues and the respect and dignity with which he was held while he was in office."

Labour hounds bay for Brittan

Continued from page 1

The Labour Left did its best to set a tone of gratuitous violence. Immediately before the Westland debate Mr Harry Cohen, with the vociferous support of his colleagues, moved a 10-minute rule Bill on the subject of cruelty to animals, which gathered together in catch-all condemnation experiments by drug companies, the use of animals in warfare trials, fox hunting and the sale of bull terriers.

Mr Leon Brittan, whom we must assume was the intended victim, sat owl-like and unblinking throughout Mr Cohen's diatribe, as he had during the preceding Question Time in which he left it in the main to his junior ministers to answer the trade industry matter.

As a tactic it was singularly unsuccessful, for very little of the horror and vituperation transferred itself to the somewhat low key debate which followed.

Mr Kinnoch, indeed, declines to participate in any idea of coarsing with the Minister as prey. This was, of course, merely a traditional hunting tactic in which the hapless animal is approached by a circuitous route.

This debate is about helicopter manufacture and the industries related to it, he said. Mr Brittan looked up warily. It is about technology and employment. It is about defence procurement policy and European cooperation, he added. Mr Brittan eased himself into a more comfortable position on the Government front bench.

The leader of the Opposition appeared to direct his hounds towards the right honourable lady opposite. That the Prime Minister is doing nothing was not a matter of contention or doubt. The whole country knew it. Indeed, there was a growing certainty that industry built entirely on that fact.

She can tell us. She can prove or disprove, he continued. But it was all a play. Right at the end he swivelled and doubled back on the intended victim.

Mr Kinnoch, indeed, declined to participate in any idea of coarsing with ministers as the prey. Far be it from me, he announced, to save Mr Brittan by calling for his resignation. But, frankly, I cannot see how he can bring himself to stay in his present position.

Mr Brittan shrank further into his seat and covered in the shadow of the Prime Minister. Better a distant prospect of the game keeper's shoot than an immediate end from the poschers.

The Labour leader said the question was whether Mr Brittan was the Prime Minister's agent, or acting on his own. Was he a culprit or a victim? The Prime Minister side-stepped the issue and restricted himself to what Mr James Callaghan, a veteran hunter on clay pigeons of the estate boundary, described as a mere catalogue of dates in the Government's defence.

She was not dressed for the occasion. She arrived at the House in a plain velveteen jacket and dark patterned dress, looking severe rather than sportive.

Of the techniques of deliberately driving beast to madness in order to gain what Mr Cohen venomously described as so-called insights into human psychosis, there was very little evidence. But Mr Heseltine had taken care to lay unexpected little snares for the unwary throughout his speech of apology.

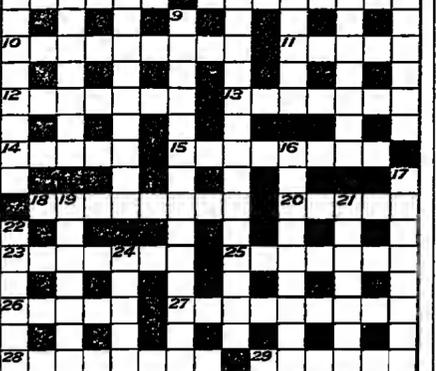
There was the unlooked-for revelation that he believed there was evidence in senatorial notes of his claim, strongly denied by Mrs Thatcher, that the Cabinet's final meeting to debate the Westland affair was deliberately cancelled by the Prime Minister. There was his allegation that the Foreign Office had told the British Ambassador in Rome to discourage the Italian government from sending any further messages of support for the European consortium.

Of dog fighting, despite Mr Cohen's call for a ban on the import and sale of bull terriers, there were few examples.

Today's events

Royal engagements: The Duke of Edinburgh, President of the Royal Society of Arts, launches Industry Year 1986 at the RSA, John Adam Street, WC2, 10.45.

The Times Crossword Puzzle No 16,945



- ACROSS: 1 Tearaway's big swindle (3-3). 4 Twisted cables to form an impediment (8). 10 In his measure gold is one type of treatment prescribed (9). 11 Grass as the cause of a stampede (5). 12 Look for beer, say, and find a vegetable (3-4). 13 No great swimmer, Tom (7). 14 Miss Wickfield was a long time going round the pole (5). 15 Mental specialist that's held by Stalin perhaps? (8). 16 Cerberus (might one say?) as the one less likely to win (8). 20 One way to shoot birds (5). 23 Animal of West Indian type - where is the French version? (7). 25 Sprat dish (7). 26 Very well a Manx pig is an exotic beast (5). 27 Put out in a chest of drawers (9). 28 They get drunk - what a game? (8). 29 Elliot initially twice duplicated this fly (6).

New books - paperback

The Literary Editor's selection of interesting books published this week:

The pound

Table with columns for country, bank, and exchange rate.

Roads

The Midlands: A41: Major roadworks N of Warwick at Hatton with temporary traffic lights in use.

Parliament today

Commons (2.30): Debate on EEC fisheries policy. Debate on Hong Kong nationality order.

Woodland code

A voluntary code of practice for woodland owners who wish to maintain a balance between commercial timber production, landscape and nature conservation and the social needs of the countryside.

Anniversaries

Births: André Michelin, pioneer of manufacture of pneumatic tyres, Paris, 1853; Edward Gordon Craig, dramatist, Swansea, Herefordshire, 1872; Robert Service, verse writer ("The Shooting of Dan McGrew"), Preston Lancashire, 1874; Sir Ian Hamilton, general commanding the Gallipoli landings in 1915, Corin, 1853.

Portfolio

Portfolio - how to play Monday - Saturday how to play Portfolio. Add these together to determine your weekly Portfolio total.

Snow reports

Table with columns for location, depth, conditions, and weather.

Weather forecast

A ridge of high pressure will decline as a frontal trough reaches the W.

London, central S, E, central N, NE Clouds, showers, Chertsey Island: Frost in places, mainly dry, sunny periods; wind N moderate or fresh becoming SW light or moderate; max temp 5C (41F).

SE England, East Angles: Frost in places, scattered snow showers during sunnier periods; wind N fresh or strong becoming W light or moderate; max temp 5C (41F).

SEA PASSAGES: S North Sea: Wind N strong to gale becoming NW fresh or strong later; sea very rough, shall of Dover Wind N strong to gale becoming NW fresh or strong, mainly fair; visibility good; sea very rough, English Channel: Wind N strong to gale becoming W moderate or fresh, mainly fair; visibility good; sea moderate locally rough at night.

Lighting-up time: London 4.52 pm to 7.28 am. Bristol 4.58 pm to 7.34 am. Manchester 4.51 pm to 7.46 am. Newcastle 5.19 pm to 7.44 am.

Yesterday: Temperatures at midday yesterday: C, cloud; F, fair; M, mist; S, haze; H, hail.

Highest and lowest: Yesterday's highest day temperature 10C (50F); lowest night temperature 0C (32F); highest night temperature 12C (54F); lowest day temperature 4C (39F).

London: Yesterday: Tempest, max 8 am to 6 pm, 7C (45F); min 8 pm to 5 am, 6C (43F). Monday: 8 pm to 6 pm, 8C (46F); min 8 pm to 5 am, 6C (43F). Tuesday: 8 pm to 6 pm, 8C (46F); min 8 pm to 5 am, 6C (43F).

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Around Britain

Sun Rain in Mill: C, cloud; S, sun; M, mist; H, hail; W, wind; N, north; S, south; E, east; W, west; NW, north-west; SE, south-east.

High tides: TODAY: AM HR. PM HR. Aberdeen 5.30 3.7 5.16 3.5. London 5.02 3.7 4.58 3.4.

SCOTLAND: Edinburgh 5.02 3.7 4.58 3.4. Glasgow 5.02 3.7 4.58 3.4. Aberdeen 5.30 3.7 5.16 3.5.

IRELAND: Dublin 5.02 3.7 4.58 3.4. Belfast 5.02 3.7 4.58 3.4. Galway 5.02 3.7 4.58 3.4.

Wales: Cardiff 5.02 3.7 4.58 3.4. Swansea 5.02 3.7 4.58 3.4. Newport 5.02 3.7 4.58 3.4.

England: London 5.02 3.7 4.58 3.4. Manchester 5.02 3.7 4.58 3.4. Birmingham 5.02 3.7 4.58 3.4.

Yorkshire: Leeds 5.02 3.7 4.58 3.4. Sheffield 5.02 3.7 4.58 3.4. Bradford 5.02 3.7 4.58 3.4.

Devon: Exeter 5.02 3.7 4.58 3.4. Plymouth 5.02 3.7 4.58 3.4. Cornwall: Truro 5.02 3.7 4.58 3.4.

North East: Newcastle 5.02 3.7 4.58 3.4. Sunderland 5.02 3.7 4.58 3.4. Middlesbrough 5.02 3.7 4.58 3.4.

North West: Liverpool 5.02 3.7 4.58 3.4. Manchester 5.02 3.7 4.58 3.4. Preston 5.02 3.7 4.58 3.4.

South East: Brighton 5.02 3.7 4.58 3.4. London 5.02 3.7 4.58 3.4. Dover 5.02 3.7 4.58 3.4.

South West: Bristol 5.02 3.7 4.58 3.4. Exeter 5.02 3.7 4.58 3.4. Plymouth 5.02 3.7 4.58 3.4.

ASS advertisement with text: "Our client is satisfied for the services and expansion..." and "ASS" logo.

First Published 1978
Commons
ounds
rittan

GENERAL APPOINTMENTS

January 16, 1986

I hope that senior executives applying for posts advertised on these pages receive more opportunities for job training in future than they have had in the past - and that they will take them. My wish is more than a matter of personal success for them: it is linked with my concern - our concern - for renewed national prosperity.

In times of great technological and economic change there is a direct relationship between the practice of continuing professional education and the competitiveness of industry and commerce. The evidence is clear and growing.

Take, for example, the findings of *Competence and Competition*, the report published by the National Economic Development Council and the Manpower Services Commission, which looked at the three overseas economies we find most difficult to compete against - the United States, Japan and West Germany.

This showed that the UK is investing in adult training, retraining and updating at only a fraction of what these countries have considered to be the norm for some years.

It also points to a strong association between successful business performance and a positive commitment to both initial and continuing education for jobs.

These competitors clearly believe that updating people in their skills and knowledge, as well as updating processes and equipment, is good for business, and they invest in this crucial linkage.

This is not the case with us. Many informed observers believe our framework for industrial and commercial training, both in education and at work, is not geared to compete with the rapid transfer of advanced technologies between countries.

The point is supplemented by findings in a recent research study entitled *Adult Training in Britain*, conducted by IFF Research. This reported that the UK workforce as a whole receives about 14 hours off-the-job training a year compared with 30 to 40 hours considered to be good practice in West Germany.

The same research found that high-performing businesses are twice as likely to train employees as are low-performing companies and that the high performers train at least twice as many of their staff as the low performers.

The successful businesses studied were found to have increased their training investment by 25 per cent during the past five years, while their relatively unsuccessful counterparts have reduced theirs by 20 per cent.

Although British employers have, in general, the right attitudes

**Education Secretary
Sir Keith Joseph
pins his hopes for a
prosperous Britain on
jobs which incorporate
professional training**



polytechnics and local colleges do in meeting the mid-career updating needs of employees - in all occupations and at all levels.

From modest beginnings, PICKUP has extended its influence to many aspects of education and training, including curriculum development, in-service training and course marketing.

Meeting the learning needs of mature students - employees who have a great deal of existing knowledge and experience of work - requires the development of new and flexible teaching methods. In this end, the programme has commissioned more than 50 course developments, aiming to provide updating in occupations from engineering and design to travel and tourism.

Lecturers need help in keeping up to date with their subject specialism and new teaching methods. For this, £1.4 million has been set aside this year to fund in-service teacher updating projects.

Tutors and lecturers also need to learn new skills in marketing courses to potential clients in industry, commerce and the professions. To help them enter this unfamiliar territory, a specially designed audio-visual learning pack, *Marketing PICKUP*, was launched this summer.

It is being followed up by a series of staff development workshops

throughout the country during the coming months and this combination should result in colleges developing a clearer picture of local market needs and their own business plans than has previously been the case.

To help local education authorities and universities foster the growth of updating provision, extra funds have been allocated to allow them to appoint PICKUP co-ordinators and to set up units which allow employers access to a single and efficient contact point when seeking to solve their updating needs.

Three other initiatives are worth mentioning. These are the creation of a PICKUP electronic directory of updating courses available throughout the country. This has more than 4,000 entries and is still rising.

Another aid to improved communication between the world of education and that of employment is the recently established PICKUP Industrial Secondment Scheme.

In the coming months, this will seek to gather details of secondment places in industry, commerce and the professions and to match these opportunities with the demand for places from lecturers in further and higher education.

Lastly with the MSC, the Depart-

ment of Education and Science has been funding a series of local collaborative projects to help employers define and tackle employees' skill needs in local partnership with colleges, polytechnics, universities and training agencies.

Already some 25 major projects and about 180 smaller ones are under way. Each involves a substantial investment from employers willing to put their own money and resources into the future skills and knowledge of their workforce.

These are some of the ways in which the education service is trying to surmount the challenge of keeping Britain's workforce up to date. Employers and employees are essential and active partners in this process. Fortunately, an increasing number are beginning to see job training and updating as an investment and not as a dispensable cost.

One important question which applicants for posts on these pages should be asking their prospective employers is: "Does your firm positively encourage staff to go back to college to keep in front of the technologies and markets you compete in?"

You should be seeking out this asset which too few of us have cared for previously. It will increase your job prospects - and those of the whole economy.

Advertising ☎ 01-278 9161/5 Enquiries

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A challenging opportunity arises within an independent hotel group for a person of exceptional ability to manage a three star prestige hotel plus responsibility for the smooth running of two other hotels within the group. The owning company operates on extremely competitive pricing policy offering four star prices attracting very high customer volumes.

Management of this established pattern calls for a manager of outstanding and proven ability. Such a person must have a decisive and determined manner capable of creating and motivating a management team to maintain and enhance the high standard of quality and service required in our hotel.

The Hotel where the person will be based is about to start on a very ambitious £1.5 million expansion plan which includes total refurbishment of the Hotel, 30 additional bedrooms and a leisure centre. Administration of these requires a person with a high degree of diplomacy and understanding but above all the ability to administer and effectively communicate with the staff. In return a high remuneration will be paid together with an opportunity to join a profit related bonus scheme plus other benefits.

The position would suit someone aged 30-40 years of age who has ambition drive and a willingness to succeed.

Apply in writing with full CV and recent photograph in confidence to
A. R. Hiscox (Managing Director) H. T. Transport (Westbury) Ltd, Link Rd, West Wilts Trading Est., Westbury, Wilts BA13 4JB.

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- Fleet Car Management

It is likely that you will be aged between 34 and 40, having spent 10 to 15 years in a similar support services management role with a medium or large size company. You may have achieved membership of the IAM or IPS.

Although initially the position is of Associate Director level, it is expected that a "real performer" would be invited to join the main board within the next few years.

If you meet the criteria for this important appointment, live within easy commuting distance of central London and want a real challenge, then please write with a full cv to:

Peter Maskrey
C E Heath & Co (Advisory Services) Ltd
169 Kings Road, Reading, Berks, RG1 4EY
C E Heath & Co
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Exciting Opportunities in Market Research Agency

Our client is an established, London-based Market Research Agency with a high reputation for the quality of its research survey work over a wide range of manufacturing and services industries. To strengthen its management team and to facilitate growth and expansion, the Agency now intends to make two senior appointments.

**Associate Director
c. £22,000 + Car**

This position will be ideally suited to an experienced research executive who is capable of planning and implementing all stages of a research survey and also has the calibre to manage a team of executives plus the ambition to develop business among existing and potential clients. He or she will discover that success will be well rewarded. The basic salary is negotiable around £22,000 p.a. A company car and other competitive benefits will be provided. Ref. No. CR1067

**Senior Research Executive
c. £17,000 + Car**

The ideal candidate for this appointment will have substantial knowledge of research methods and should be capable of applying them to a wide range of problems. In addition to a high degree of technical competence, he or she will be experienced in dealing with clients at all levels of seniority. The basic salary is negotiable around £17,000 p.a. and a company car will be provided. Ref. No. CR1068

Candidates for both these positions should have experience of working in a market research agency and knowledge of markets other than consumer packaged goods would also be appropriate. These are vitally important appointments which offer outstanding opportunities for progress and reward.

Applications, quoting the appropriate reference number, are invited, in strictest confidence, to L.H. Owens or Kate Dann, Hughes Owens & Hewitt Ltd, Executive Recruitment Consultants, 32 Saville Row, London W1X 1AG (Tel. No. 01-437 7559). No information will be passed to our client without the applicant's prior permission.

HOH
HUGHES OWENS & HEWITT

COMPANY SECRETARY

(CITY OF LONDON)
£18,000 plus benefits

We are an established Insurance Company underwriting a specialised category of pecuniary loss business.

The candidate we are seeking will be required to assume responsibility for the corporate and financial ramifications of the Company reporting directly to the Chief Executive. Accountancy or legal background, with appropriate professional qualifications, is essential. The preferred age is late 20's/early 30's.

The scope of this senior appointment will also embrace other wide ranges of interesting duties. We are envisaging that the further prospects will be exceptionally attractive in the short/medium term for a candidate with the ability to become a contributing member of our existing management team.

Reply with full c.v. and recent photo to Box No 1287 W The Times.

Sales Career Opportunity in Fleet Street

Britain's largest selling newspapers, *The Sun*, *The News of the World*, plus the biggest colour supplement *SUNDAY*, have a vacancy in the Advertisement Department.

If you are in your twenties and looking for a challenging career selling advertising space to advertising agencies and clients at a senior level, then this could be an opportunity worth investigating.

Applicants should possess an arresting personality and be able to convince us of their need to develop their own sales abilities within a competitive environment.

A progressive career with one of Britain's most exciting newspaper groups and a generous salary scale await the successful applicants.

If you wish to take the first step toward joining this exciting team, then call:

Bill Goody, Administrative Advertisement Manager,
NEWS GROUP NEWSPAPERS LTD,
30 Boulevard Street, London, EC4A. 01-353 4535

DHSS offers...

Challenging work as an **EXECUTIVE OFFICER** in a local office of the **DEPARTMENT OF HEALTH AND SOCIAL SECURITY**.

- There are many types of duties which you might perform. Some involve supervising a small team of staff while others consist of projects of a specialised nature. More often than not this means direct contact with members of the public.
- Locations: Offices in the London pay area administered by London South Region.
- Salary: For example of age 20 (in inner London) you will earn £7,500 rising to £10,500 by annual increments. Promotion prospects to Higher Executive Officer and beyond are good in DHSS London offices.
- Hours: You will work a 5 day week of 41 hours (including meal breaks). All offices operate a system of flexible working giving you the opportunity to work the hours that suit you best.
- Holidays: Starting at 22 days a year plus an additional 10 days public and privilege leave.

TO BE ELIGIBLE TO APPLY YOU MUST:

- Be aged between 17½ and 45 years.
- Possess 5 GCE Passes of which at least 2 must be of 'A' level. A pass in English Language is mandatory. Equivalent qualifications are also acceptable eg O University degree, ONC, HNC etc.

CLOSING DATE FOR COMPLETED APPLICATION FORMS 31 JANUARY 1986.

For further information and application form please contact:-
Miss I. Thomas,
DHSS, Sutherland House,
29/37 Brighton Road,
Sutton, Surrey SM2 5AN
Telephone No. 01-642 6022 Ext 321

Please send an application form to: **EO/T**

Name _____ Address _____

PPP MEDICAL CENTRE Administration Manager C £12,500

Private Patients Plan is a market leader in the field of Medical Insurance. The Medical Centre is a subsidiary operating currently from three sites and is administered from the original centre in New Cavendish Street.

We are currently seeking an administration professional to be responsible for the day to day administrative functions of the centre including accounting, medical secretarial, maintenance and refurbishment, office services, etc.

Reporting to the General Manager of the Centre, the successful candidate will be able to demonstrate supervisory skills established during at least five years in an administrative supervisory role. Preference will be given to candidates with an account qualification (finalist) or similar and broad experience of office systems gained in a commercial environment. Some experience in the medical sector would be preferred.

An excellent benefits package includes free private health cover, mortgage subsidy, generous holiday entitlement, compulsory pension and free life insurance scheme.

Please reply enclosing comprehensive C.V. and stating present salary to Pauline Wyatt-Ingram, Personnel Officer.

Private Patients Plan
Sutherland House, Cavendish Street, London W1A 1AA
Telephone: 01-642 6022

BBC APPOINTMENTS

POLITICAL CORRESPONDENT WALES

Cardiff
£16,117 - £20,034 p.a.
Plus allowance of £371 p.a.
(2 year contract)

This is a key post involving reporting, interviewing for and contributing to BBC Wales' English Language TV and Radio News and Current Affairs programmes and network outlets.

You will be expected to maintain close political and governmental contacts, as well as close liaison with the BBC's Westminster staff, where you would hold BBC Wales Parliamentary Lobby accreditation.

In addition to considerable broadcast or print journalism experience and broad political knowledge (especially in Wales), we look for the highest standards in reporting, interviewing and analysis. Good microphone voice and screen presence. Knowledge of Welsh not required. You will be expected to spend up to 3 days a week in Westminster. (Ref. 6570/7)

REPORTER Radio Bristol

£8,520 - £10,125
Plus allowance of £369 p.a.

If you are a young, ambitious reporter with at least 3 years' journalistic experience, this vacancy may interest you.

The work is primarily reporting, interviewing, bulletin writing and news reading. You should have a good microphone voice and a current driving licence. (Ref. 9023/7)

"Relocation expenses considered for permanent post."
Contact us immediately for application form (quote ref. and enclose a.s.a.) BBC Appointments, London W1A 1AA. Tel. 01-627 5799.

We are an equal opportunities employer

GENERAL APPOINTMENTS Trade 01-278 9161/5

GRADUATE RECRUITMENT

ARTHUR ANDERSEN & CO.
CHARTERED ACCOUNTANTS

Central London £15,000 plus substantial benefits

You are a graduate, probably aged between 24 and 27, offering commercially oriented experience of personnel which includes some involvement in graduate level recruitment. Undoubtedly you are an achiever who possesses style, flair and personal presence.

Arthur Andersen & Co., one of the largest international firms of accountants, employing over 1,600 staff in the UK, enjoys an enviable reputation for quality — especially the quality of its people. Thus the recruitment process is seen to be a key activity. Each year Arthur Andersen & Co. recruits a large number of graduates who undertake audit responsibilities while qualifying for professional qualifications. Your challenge will be to manage a part of the audit trainee recruitment programme and to participate in the selection of candidates. You will be expected to demonstrate those qualities which you will seek in candidates — intellectual ability, motivation and commitment, for example. An enthusiasm for recruitment and a willingness to travel are essential.

The opportunity offers a stimulating, challenging role, genuine prospects of rapid career progression and exceptional rewards.

Write or telephone, in confidence, Nicolas Mabin, Regional Manager, quoting reference: LG1905



Management Personnel
Recruitment Selection & Search
2 Swallow Place, London W1R 7AA Telephone: 01-408 1694 (out of hours 01-833 2728)

ASSISTANT EDITOR

Standard Chartered Bank is one of Britain's major international banks, with gross assets exceeding £26,000 million and more than 2,000 offices in over 60 countries. The Bank's Economic Department, which is located in our Group Headquarters in the City, wishes to appoint an Assistant Editor for Standard Chartered Review, a monthly journal which covers economic, financial and political developments in the many countries where the Group operates.

The duties connected with this important post will include editing and updating contributed material, researching and writing short articles, marking up copy, proof-reading, picture research, preparing statistical tables and graphs and, in general,

helping to oversee all stages of the magazine's production from initial receipt of copy to arranging distribution and dealing with accounts.

Applications are invited from candidates, aged 25-35, who have an informed interest in economic and current affairs as well as good all-round experience of working in a busy editorial office. Salary, including London Allowance, will be c.£12,000, according to experience, plus the usual generous banking benefits.

Please apply, with a comprehensive c.v. to: Peter Barnes, Recruitment Officer, U.K. Personnel Services, Standard Chartered Bank, 38 Bishopsgate, LONDON EC2N 4DE.

Standard Chartered

COMPUTER SALES

Junior Sales OTE £20K + car

A number of career opportunities exist for well educated people with previous Sales Support or minimal micro sales experience who wish to pursue a career in computer sales for clients in North London, the City or CROYDON. If you are also a part qualified accountant and under 30 you would be ideal.

IBM Leasing OTE £45K + car

Have you considered using your existing IBM mini/mainframe (or DEC Mini) experience within the world of leasing? The ability to put deals together is as exciting and satisfactory as selling the systems themselves. A good knowledge of leasing without IBM experience is also acceptable. Note your earnings can go to six figures.

DBMS Sales OTE £40K + car

One of the best names in Relational DBMS software package manufacturing, with offices worldwide, requires an experienced articulate sales person for LONDON who can sell into the mainframe/large mini environment. There is enormous sales potential as their products are transportable across virtually all computers.

Micro Sales OTE £30K + BMW

One of the most successful franchises in the world, with branches in 618 London, is looking to expand its Business Centres by recruiting sales staff with two or more years successful business systems sales experience. A highly qualified support team at each Branch makes your selling job that much easier. Top grade company benefits.

The Soles Recruitment Specialists
UNIVERSAL COMPUTER ASSOCIATES LTD
Trafalgar House, Grenville Place, London, NW7 3SA
Telephone: 01-959 1198/3611

TVHS Thames Valley Housing Society Limited

FINANCE CONTROLLER (c.£16,500)

This is a key position in our Corporate Management Team to be responsible for the accountancy work of the Society and financial control at all levels.

TVHS is an expanding housing association providing a diversified range of housing options. By 1987, we shall be managing 1,700 properties in W. London, Surrey and Hampshire, both rental and leasehold. We are also using Right to Buy and other funds for privately financed projects.

We are looking for a qualified ACA, IPFA, ICMA or ACCA with good management abilities and experience. A higher remuneration package may be considered for applicants with suitable housing association experience.

For further details and an applications form contact:
John Cross, Deputy Director, Thames Valley Housing Society Limited, 1 King Street, Twickenham. Tel: 01-891 0202.

Closing date: 7th February, 1986

GENERAL PRACTITIONER

BAHRAIN TAX FREE SALARY

Our client wishes to recruit urgently, a General Practitioner to assume responsibility for the medical care of the 400 mixed nationality operations and maintenance personnel engaged on an Ammonia/Methanol plant in Bahrain.

The ideal applicant will be experienced in industrial medicine, have recently been responsible for a site medical centre on a petrochemical plant and have work experience in the Gulf area.

A 12 month renewable contract on married status will be offered, together with an attractive tax free salary, free furnished accommodation, local living allowance and paid return fares to the United Kingdom.

Client interviews will be held in London in January 1986, so please URGENTLY send a comprehensive resume, photograph and contact telephone number, to Don McIntosh, Lansdowne International Services Limited, 37 Golden Square, London W1R 4AL.

CAREER OPPORTUNITY

Salary Package Range: £9,000-£12,000 pa

We are looking for a quick thinking, exceptional person to work as a vital member of a successful, happy and tightly-knit team. Full training and support will be given but you must be essentially a self-starter.

You should be a good judge of people, have the confidence to project your personality in a marketing role and be a competent administrator.

You will need the mental agility to cope with a wide variety of tasks, and will have the opportunity to become really involved at a senior level as the company grows.

Applications are invited from candidates age 21-30 with at least 2 'A' levels, who have previously held both a secretarial and an executive job.

Please apply with full Curriculum Vitae and a contact telephone before January 31st.

Box No 1397 N The Times

Sarah Hodge

BACK TO THE FUTURE
If, with the New Year upon us, you find yourself re-assessing your career path, looking to what the future holds for you . . .

LOOK NO FURTHER!

We at Sarah Hodge Ltd require an experienced Recruitment Consultant with enthusiasm, ambition and drive to join our expanding team in our quest for excellence and success.

If you have a real desire to build a career that offers scope, diversity and personal satisfaction together with great financial reward we have a future for you.

Call Gail Buckley immediately for more information on 491 7638.

A direct line to the executive shortlist.

InterExec is the organisation specialising in the confidential promotion of Senior Executives.

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InterExec's qualified specialist staff, and access to over 100 unadvertised vacancies per week, enable new appointments at senior levels to be achieved rapidly, effectively and confidentially.

For a mutually exploratory meeting telephone:

London ☎ 01-930 5041/8
19 Charing Cross Road, WC2.

Birmingham ☎ 021-632 5648
The Rotunda, New Street.

Bristol ☎ 0272 277315
30 Baldwin Street.

Edinburgh ☎ 031-226 5680
47a George Street.

Leeds ☎ 0532 450243
12 St. Paul's Street.

Manchester ☎ 061-236 8409
Faulkner House, Faulkner Street.

InterExec

The one who stands out.

Credit Insurance and Surety Underwriting

Ability to interpret financial statements of a company, the complexities of corporate finance, international trade and contractual relationships, with communication skills (incl. correspondence) are, inter alia, all essential features for an interesting, and potentially rewarding, career. Candidates, late 20's/early 30's with appropriate qualifications and/or graduates of relevant disciplines, will, either directly or indirectly, be conversant with our activities and the principles which are entailed. Applications with c.v.'s, appropriate to the requirements stated above, should be addressed to: Managing Director, Credit and Guarantee Insurance Company Limited, Colonial House, Mincing Lane, London EC3R 7PN.

DIRECTOR

Salary £33,006 pa incl.

The Council of Governors invites applications for the post of Director vacant from 1st May, 1986.

This post in a dynamic London Polytechnic offers a challenge to a woman or man with experience in Education, Public Service, Industry or Commerce within the U.K. or abroad.

Additionally, as a result of external promotion of the Deputy Director, the new Director will be involved in the appointment of the Deputy.

Assistance can be provided with re-location expenses. Further particulars and application details are available to individual applicants, or on behalf of applicants, from Professor W.G. Overend, Chairman of the Council, c/o Head of Personnel, South Bank Polytechnic, Borough Road, London SE1 0AA, England.

Closing date for application: 21st February, 1986.

An Equal Opportunities Employer.

South Bank Polytechnic
Teaching for tomorrow in the heart of London

Director of Planning & Design

Salary indicator £28,000+

The London Docklands Development Corporation is making significant headway in its prime task of regenerating 8 square miles of London Docklands. The Corporation is about to enter a new phase of creativity and rapid development.

A central aspect of the Corporation's work is securing an advanced standard of Planning and Design in the developments which it supports and stimulates.

The Corporation is therefore seeking applicants for the position of Director of Planning and Design who, as a member of the Corporation's top management team, will help shape the policies and programmes of the most unique and exciting regeneration project in Western Europe. The post carries the responsibility for securing the highest standards of design in developments on the Corporation's own land, through creative planning control, conservation and environmental design.

The Corporation is the catalyst of new enterprise; it works closely with the private sector and its organic and flexible style of working reflects this; it allows creatively

ambitious individuals to fully articulate their professional visions and preferences in an innovative partnership.

Applicants will need to demonstrate the highest level of creative achievement in their professional field with emphasis on urban design, creative urban renewal and the securing of the highest standards of commercial development. They should also be able to demonstrate a track record of achieving significant results in difficult circumstances and in a short time frame.

The terms of the appointment are negotiable. It can be a permanent appointment, a fixed term contract or through a secondment from the private sector.

Please write to me, Reg Ward, Chief Executive, London Docklands Development Corporation, Dockmaster's House, West India Dock Road, London E14 4U, enclosing a Curriculum Vitae indicating the exceptional contribution you believe you could make to the Corporation's task.

We intend to start interviewing end of February.

THE EXCEPTIONAL PLACE
THE EXCEPTIONAL OPPORTUNITY



An equal opportunity employer.

MID GLAMORGAN HEALTH AUTHORITY UNIT GENERAL MANAGERS

The Authority, the largest in Wales, serves a population of 536,000 and has a revenue budget of £110m and a Capital budget of around £4m. The Authority now wishes to appoint Unit General Managers who will have personal responsibility for the performance of the Units including the utilisation of resources and quality of services provided.

Applicants will need to offer demonstrable records of achievement within the NHS or in large, complex, multi functional organisations. The District will have the following Units:

	Budget	Approx. Salary Range
1. Ogwr - Acute Services based on the new Princess of Wales Hospital, Bridgend	£19.5m	£20,500-£23,800
2. Mental illness - based on Parc R Glynnyd/Penyllyn Hospital, Bridgend	£14.3m	£19,000-£23,000
3. Taff Ely - Acute Services based on East Glamorgan General Hospital near Pontypridd	£18.9m	£20,500-£23,800
4. Rhondda - Partly Acute Services based on Lhwyrdd Hospital	£7.8m	£18,000-£19,500
5. Merthyr/Cynon - Acute Services based on Prince Charles Hospital, Merthyr Tydfil	£22m	£24,000-£27,000
6. Rhymney Valley - Mainly Acute Services based on Caerphilly Miners District Hospital	£8.4m	£18,500-£20,500
7. Mental Handicap Unit - based on Hensol Hospital, Nr Llantrisant	£5.4m	£19,000-£23,000

The Authority also wishes to appoint an Assistant District General Manager to assist the District General Manager and to be responsible for specific spheres of activity. The post will be based in the Authority's District Headquarters and will particularly appeal to candidates with clear DGM potential.

8. Assistant District General Manager Salary: circa £23,000

Clinicians will be remunerated in accordance with WHC(85)14 and WHC(85)47. For non NHS candidates the salary will be negotiable. All salaries quoted are illustrative and interim.

Contracts will be offered for a fixed term of three or five years renewable by mutual agreement. Informal enquiries may be made to George Boulton, District General Manager, on (0222) 399771.

An information package and application details are available from the Assistant District Personnel Officer, 18 Cathedral Road, Cardiff, tel. (0222) 399771 ext. 221. Closing date for receipt of applications: 10th February 1986.

Mid Glamorgan Health Authority

Somerset Health Authority UNIT GENERAL MANAGERS

Somerset is currently implementing a progressive programme of change involving major developments both in capital and service terms which requires the highest level of management ability. The introduction of the general management function has created four posts which will provide challenging opportunities for high calibre managers from within the National Health Service or elsewhere.

UNIT	BUDGET	BEDS	STAFF
West Somerset Acute and Community Services (Taunton) Salary: £21,600-£27,600 (involves major redevelopment of acute services in Taunton)	£25.0m.	1184	2290w.L.E.
East Somerset Acute and Community Services (Yeovil) Salary: £17,440-£23,440 (Consolidation of services in this acute unit)	£11.7m.	585	1586w.L.E.
Mental Illness Unit Salary: £18,820-£24,820 (Development of a community based mental illness service)	£11.1m.	1064	1110w.L.E.
Mental Handicap Unit Salary: £15,740-£21,740 (involves transfer of mental handicap services to Social Services)	£4.9m.	454	532w.L.E.

Unit General Managers will be accountable to the District General Manager. Appointments will be on fixed term three year contracts renewable by mutual agreement. Salaries may be negotiable within the range shown for external candidates. Clinicians will be remunerated according to HC(85)9.

Informal enquiries will be welcomed by the District General Manager, Mr Ian Smith, telephone Taunton (0825) 73491 Ext. 225.

Job description, information package and application form available from Barry A. Brown, District Personnel Officer, County Hall, Taunton, telephone Taunton (0825) 73491 Ext. 264.

Closing date for applications: 3rd February 1986.

GENERAL APPOINTMENTS Trade 01-278 9161/5

Money Market Economist/Journalist

for two new regular market commentaries

Security Pacific Corporation is a Los Angeles-based financial services company with assets of \$50 billion. Its principal subsidiary is Security Pacific National Bank and it has branches in 24 countries around the world.

We need a creative and practical Economist/Journalist who can originate his/her own research and analysis of foreign exchange and capital markets. The successful candidate will make a key contribution to two new reports being published and will also be expected to provide support to the overall marketing effort of the bank.

Reporting to the editor, you will ideally have skills gained from direct practical experience of international financial markets perhaps in a dealing capacity. You must be able to analyse and interpret factors affecting these

markets, in addition some experience of international treasury management will be useful.

You should be able to write fluently and with flair whilst working under the pressure of deadlines. Ideally you are likely to have a degree, or higher degree, in international economics or other relevant qualifications.

Salary will be competitive and based on your experience. The appointment will also attract a full range of banking benefits.

Career details to be sent to:
Patrick J. O'Hara
Vice President
Security Pacific
National Bank
2 Arundel Street
London WC2R 3DF



Can you engineer success in advanced manufacturing technology?

We are the AMT Group, part of the Manufacturing Division of Coopers & Lybrand Associates, the UK's largest and most rapidly expanding firm of financial and management consultants. Further ambitious and self-motivated professional engineers are needed to participate in sustaining our growth and developing our services in AMT in most of our offices, particularly in Birmingham, London and Manchester.

You should have broad experience and professional skills developed from an engineering background in either design or manufacturing. In your late 20's or early 30's, you will have a good academic background and be able to demonstrate an exceptional and rapid record of achievement in your career to date. You will have extensive hands-on experience from inception to implementation in the areas of AMT such as CAD/CAM, FMS, Robotics and Automation.

Probably at a threshold of change in your career you now wish to apply your experience over a wide range of AMT applications. Ready to take part in analysing and diagnosing business and engineering issues, and you will be adept at specifying, developing and implementing appropriate organisational and technical solutions.

If you feel ready for the challenge of joining our dynamic and rapidly expanding organisation, we would like to hear from you. We are offering a highly attractive remuneration package. Relocation need not be a problem as vacancies exist in most areas. Please send a brief career résumé, including your daytime telephone number, quoting Ref T03/6 to Richard Bleasdale, Advanced Manufacturing Technology Group, Coopers & Lybrand Associates, Plumtree Court, London EC4A 4HT.

Coopers & Lybrand

For business committed to growth.

NIKE (UK) LIMITED FINANCIAL CONTROLLER

Salary: Circa: £20,000

Nike (UK) Limited is an entity within the European network of Nike International and requires a Financial Controller for a comprehensive experienced 90+ qualified accountant, currently involved in the commercial world. The involvement will be concerned with the following functions, as well as general accounting: management reporting both to a European administration and the parent company, possible experience with inventory control and data processing, and the provision of an effective service to the sports trade.

The direct responsibility will be to the Managing Director and Chairman of Nike (UK) Limited. An attractive remuneration package, including company car, BUPA and contributory pension scheme is available for the right person, who should apply direct to:
The Personnel Director, Nike (UK) Limited, Coniston House, District 4, Washington Centre, Washington, Tyne and Wear NE38 7RN, including full CV, including current salary, no later than 22 January 1986.

TONBRIDGE & MALLING BOROUGH COUNCIL HOUSING AND ESTATES DIRECTOR CHIEF OFFICER'S SCALE £19,020-£20,928 per annum, plus CAR ALLOWANCE

This new CHIEF OFFICER post is advertised as a result of re-arrangement of the management of the Council's Housing and Property Services. The successful applicant will be a member of the Corporate Management Team, and will be responsible for the overall direction and strategy of Housing and Land Management Services, the management of the Council's housing stock and for the management and control of other Council corporate property.

An appropriate professional qualification will be a distinct advantage, but the Council is primarily looking for an energetic and experienced Manager, able to communicate and innovate, and lead a new Department forward in the assimilation of new functions, as well as provide sound advice on Strategies, the use of Resources, and the implementation of the Investment Programme.

Excellent conditions of service are offered, including a Lump Sum Car Allowance and Relocation Expenses of up to £3,500 plus VAT. The Borough is situated in a pleasant part of Kent, within easy reach of London and the South Coast.

Further details and application forms are available from the Chief Executive at the Tonbridge & Malling Borough Council offices, The Air Station, West Malling, Maidstone, Kent, ME19 6LZ, CLEARLY MARKING ENVELOPE "Housing and Estates Director": APPT/913 or by telephoning WEST MALLING 844522 ext. 259.

Closing date: 7th February, 1986.

TIMOTHY SHELLARD
CHIEF EXECUTIVE

SOUTH EAST ENGLAND MANAGING DIRECTOR

£25,000 + 30% Maximum Bonus, etc.

The appointment is for a Subsidiary Company of a medium-sized private Group with employee shareholdings. The Subsidiary has a turnover in excess of £3m, employs 150, and has an ambitious programme for developing its range of services to modern manufacturing industries.

If you can fulfil these requirements, please send us brief details. You will be between 38 and 48 years old, with good management training and a proven record of success in a general management role.

Applications in confidence to:
'THE CHAIRMAN', c/o. Gouldens, Solicitors, 118 Chancery Lane, London, WC2A 1JJ.

BRITISH INSTITUTE OF MANAGEMENT CORBY

Head of Programme Services

The British Institute of Management has an extensive programme of courses and conferences, organised on both a public and in-company basis. We need an experienced conference administrator, preferably with a degree in a business discipline to take responsibility for the cost control and administrative services of the Institute's courses programme. The post is based in Corby, Northants, although travel to course venues, mainly in London, is required.

Starting salary to £10,500 depending on qualifications and experience.

Please send CV or telephone for an application form to:

BIM
British Institute of Management
Head of Personnel,
British Institute of Management,
Management House,
Cottingham Road,
Corby, Northants, NN17 1TT
Tel: (0536) 204222

SALES ASSISTANT

A sales assistant is required immediately aged 20-25 to work in a small Mayfair shop selling country/shooting clothes and accessories. Previous experience in selling preferred, but not essential. Highest references necessary. Salary commensurate with experience. Please apply to Mrs Eronstein. Telephone: 01-499 1801.

UK COMMITTEE FOR UNICEF



UNITED NATIONS CHILDREN'S FUND seeks PRESS ASSISTANT

for busy and exciting Press Office. Previous experience and specialist skills essential. Write with CV to Press Office, UK Committee for UNICEF, 55 Lincoln's Inn Fields, London WC2A 3BS (01-495 5522) by 31 January.

£2,500,000,000 BEHIND YOUR NEW CAREER

We require: Ambitious, competitive, hardworking people to advise the private sector on our wide range of financial services. Full training and management opportunities for successful applicants. Performance related profits. £2,500 (neg) on regulated earnings scheme. FOR FURTHER DETAILS TELEPHONE: 01 837 0823

THE TIMES EDUCATIONAL SUPPLEMENT

Due to maternity leave a temporary position (possibly for one year) has arisen for an

ADVERTISEMENT SALES EXECUTIVE

Ideally the successful applicant will be aged between 25 to 35, an enthusiastic self-motivator preferably with proven sales experience although this need not be in the field of media advertising. A high standard of education is also required. As the position entails meeting people at senior level a professionalism in communicative skills is essential.

Salary will be commensurate with age and experience and a company car will be provided. Although initially the job is temporary there is a possibility it could become permanent.

Please write at the earliest opportunity to:

John Ladbrook
Advertisement Manager
The Times Educational Supplement
Priory House, St John's Lane
London EC1M 4BX

ASSISTANT ADMINISTRATOR

For small charity with offices in Kensington, providing housing for elderly ladies, with prospect of succeeding the present Administrator on her retirement.

Applicants, who should be sympathetic to the needs of the elderly, must be able to assume responsibility for the running of the houses belonging to the charity (including employment of staff and upkeep of buildings) and should be conversant with Decree of Covenant, PAYE/SSP and essential book-keeping. It would be an advantage to have had experience of dealing with local authorities and Government Departments (specifically O of E, Housing Corporation and OHSS).

Remuneration to be negotiated (not less than £11,000 p.a.) Please write to: Box No. 2832G The Times.

DELIVERANCE

Frustrated and disappointed with Management promises? Unfamiliar with current policies and responsibilities? Despondent about your future prospects and well-being?
A rare opportunity has arisen for you to join a unique company which is giving you the unprecedented chance to run and take part in directing the company.
We are not only offering one of the highest levels of commission available, but you will also be allowed a free hand in recruiting and managing your own team of consultants.
There are a number of director posts available and waiting to be filled, together with a profit sharing scheme making this undoubtedly one of the best offers available anywhere.
The successful candidates will not only have a minimum of 2 years experience in the life and pensions industry - should be able to show a past income of at least 100K p.a. - above all be able to motivate others within the insurance industry.
If you think you have the necessary attributes of successful leadership do not hesitate to call us on 01-637 3070/71 for a confidential interview.

LISTEN TO THE SDG SALES PROPOSITION

Salary £12,000 + unlimited commission + 1.8 Carlton

We are a rapidly growing national sales group, fast establishing ourselves as the leaders in the capital equipment rental sales and leasing market. We service a wide spectrum of users in many different sectors - and our ambitious expansion plans for 1986 in this exciting growth market could include you, as we are looking to increase our UK sales force by 36 people right now.

If you're aged at least 25 and a self-starter with sales experience, you could well be one of the people we're looking for.

We set high targets for our sales professionals - who combine hard work and a competent approach to develop existing business, generate new accounts

and enjoy excellent rewards.

Our generous remuneration package also includes BUPA and superannuation scheme.

If you have the proven sales ability we seek plus the ambition to succeed in a professional sales role, we'd be very interested to hear from you.

If you have a cv, send it immediately to Mrs Lilian Birchall at Sound Diffusion PLC, Datum House, Devigdor Road, Hove, East Sussex BN3 1RZ. If not, telephone 0273 775499 or 779328 for an application form, job description and company profile, which will be sent to you by return of post. Interviews will be held locally.



SDG

RECRUITMENT CONSULTANT

Not looking for a new job!

... probably because, as an experienced recruiter, you are already successful and committed to develop that success. So why consider joining Management Personnel?

- a quality client list developed over 20 years.
- prestigious offices in the West End, Guildford, Windsor and St Albans.
- a new office about to open in the City.
- a high calibre team of specialist consultants.
- an unrivalled benefits package which includes a high basic salary, generous bonus scheme and a company car of your choice after a qualifying period, non contributory pension, life, health & sickness insurance.

Perhaps most important of all, you will be allowed the freedom to develop your career in a mature, supportive atmosphere. Keen to learn more? Then telephone me, Nicolas Mabin, Regional Manager.

Management Personnel
Recruitment Selection & Search

2 Swallow Place, London W1R 7AA.
Telephone: 01-408 1694 (out of hours 01 803 2783)

We are the market leader in our field in Europe. We develop, produce and sell aluminium and uPVC systems for windows, doors, conservatories, structural glazing and curtain walling.
Due to our continuous success in the UK, we have to increase our sales organisation and are therefore seeking.

Area Sales Representatives

whose clients are using SCHÜCO aluminium and uPVC systems. The responsibilities will be to service existing customers and to acquire new clients. The competent applicants would either be sales representatives with technical knowledge or engineers with commercial experience and a proven sales record. Applicants with knowledge of the window business will have priority.
We pay a fixed salary, commission, contributions to a private pension fund and health insurance scheme. We also offer a Company car.
Do you think you can meet the above requirements? If so, please write with c.v. to: Mr H G Lokowand, SCHÜCO UK, Times House, 179 Marlrowes, Hemel Hempstead, Herts HP1 1BB

GENERAL APPOINTMENTS Trade 01-278 9161/5

Monitor our International Operations Based Cambridge

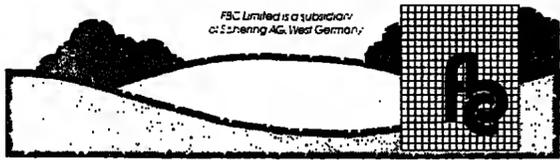
If you are a graduate with either ACMA/ACA and 2 years' post-qualification experience, or experience in one or more functions such as Personnel, R&D, EDP or Sales & Marketing, you could make a career move into an international role in operational control.

FBC is a world market leader in the fields of agrochemical and industrial chemical development, production and marketing, with an annual UK turnover of over £420 million. Schering AG operates on a worldwide basis through five major divisions: pharmaceuticals, agrochemicals, industrial chemicals, fine chemicals and electro-plating, and has a worldwide turnover in excess of DM4 900 million.

Joining the Operational Audit function you will monitor operational controls and procedures across the group, making travel an essential part of the job. You will work in all areas of the company ensuring that targets are properly established, introducing improvements where necessary and measuring performance.

You must be able to show a practical appreciation of business needs and requirements and good interpersonal and communication skills are also essential. These positions are themselves seen as stepping stones into different functions within the organisation after 3-4 years. The salaries are competitive and accompanied by a range of benefits including relocation expenses where appropriate.

Please send full career and salary details to Mr N T Smith, FBC Limited, Hauxton, Cambridge CB2 5HU.



FBC Limited is a subsidiary of Schering AG, West Germany.

MANAGING DIRECTOR

Market leadership nationally is the base from which sustained profitable growth will be achieved in the short, medium, and long-term. The Company serves the total f.m.c.g. market, and the prestigious sectors in particular with a product range of specialised high quality packaging. Financial strength, modern assets, and technical proficiency are in support.

The key task is the profitable direction, management, and control of external performance and internal efficiency based on the vigorous exploitation of the total market. Responsibility is to the Chairman.

A proven record of sustained success in profit centre general management is the prime requirement. Experience will relate to the successful leadership of fast tempo business enterprises in which the direction of the dynamics of change in the market-place and stringent performance standards have contributed to the consistent attainment of demanding profit targets.

Age: probably early 40s. Attractive conditions of service including car provided will be negotiated with the salary indicator being £45,000. Location: Rural North Humberside.

This is a main board appointment in which scope, challenge and opportunity abound.

Letters from suitably qualified men or women should include a detailed curriculum vitae including salary progression to date which will be handled in confidence by Dr. A. G. Roach.

ROACH

A G ROACH & PARTNERS, MANAGEMENT CONSULTANTS, 433, EDGWARE ROAD, LONDON W2 1TH.

MANAGEMENT TRAINING MORGAN STANLEY INTERNATIONAL

London Subsidiary of Leading Wall Street Investment Banking Firm
Controllers Department

Career Development Programme for outstanding University graduates

We are searching for a select few who have the intelligence, discipline and initiative to dedicate all of their skills and energy to pursuing a unique career in the international securities industry.

The role of the Controllers' Department is to provide timely and accurate information for monitoring the firm's financial performance and making important business decisions. The department is organised into business unit controllerships which maintain close, daily contact with each of the firm's major trading areas.

Our Programme Offers:

- An outstanding compensation programme. We offer a starting salary significantly above that which most graduates can obtain in other entry level positions. Thereafter we reward staff strictly according to performance and their ability to take on increasingly complex responsibilities.
- A means of establishing a high growth career in a challenging industry. We offer a significant amount of training in both accounting and in the securities industry, plus the opportunity to work with exceptionally talented securities industry and accounting professionals.
- The objective of the three year training programme is to produce professionals with practical accounting skills and the knowledge to use them as a tool to approach business problems.

Requirements:

Individuals selected for this programme will have performed with distinction during their academic careers and be anticipating an excellent university degree. Analytic and numerical skills are essential.

Please send a comprehensive C.V. and a covering letter in which you outline your reasons for applying for this programme.

Mrs. Lynn Hopping
Morgan Stanley International
Commercial Union Building
1 Undershaft
Leadenhall Street
London E.C.3

Jonathan Wren

On behalf of Major City based Merchant and International Banks we seek the following:-

No 1 Marketing - Sales Aid Leasing - c.£25,000 Plus Full Benefits Package

Sales Aid Marketing Specialist, aged 29-35 years, to establish a vendor programme operation. Associated technical and back-up skills are essential.

ACA's - UK Taxation Neg £18-£25,000
Graduate ACA's, aged 27-30 years, with experience of corporate taxation, who are keen to utilise their creative financial skills more fully, in an aggressive banking environment. Vacancies exist within a Major US Investment Bank.

Credit Manager £15-£20,000 + Benefits
Proven experience of the medium ticket leasing market, together with the ability to produce in-depth credit proposals and related recommendations.

Operations / Admin Manager Neg £14-£20,000

Sound leasing knowledge is required to oversee existing middle ticket portfolio and sales aid leasing administration. Experience to include systems, documentation, etc.

Sales Aid Leasing Specialists c.£15-£20,000

First class experience gained within a Major office equipment sales aid Company, and proven ability to establish and maintain supplier relationships are pre-requisite qualities for these two new positions.

Please contact Jill Backhouse or Peter Haynes on 01-623 1266.

Jonathan Wren HONG KONG
Recruitment Consultants
170 Bishopsgate, London EC2M 4LX. Tel: 01-623 1266

TECHNOLOGY AND MARKET APPRAISAL c £20K

ECOTEC is an expanding research and a consultancy organisation with a major presence in Europe. The company is committed to an exciting programme of work in support of the European Pollution Control Equipment industry by the provision of specialised market intelligence, networking systems, on line data bases and technology appraisals. The programme requires an additional senior member to undertake the direction of projects and assist with business development in relation to:-
(i) Market and technology appraisal studies in relation to pollution control equipment, and energy management fields
(ii) Technical advice to firms on pollution control, reclamation and energy saving (iii) Project appraisal and feasibility studies for public sector initiatives in support of innovation, technology transfer and market development. The candidates will have a sound technological background in engineering or science and an MBA or postgraduate qualification in industrial economics, at least five years of postgraduate experience, good communication skills both written and verbal. Skill in French or German would be an advantage. Salary is negotiable up to £20K. Plus company car, pension scheme and profit sharing scheme. Good prospects for further promotion and equity participation.

Please send detailed c.v. to: F E Joyce, Joint Managing Director, ECOTEC Research and Consulting Ltd., Priory House, 18 Steelhouse Lane, Birmingham B4 6BJ
Telephone: 021 236 9991.



GOVERNMENT OF VICTORIA (AUSTRALIA) IN LONDON

The London Office of the Agent-General for Victoria, Australia is seeking to employ two suitably qualified people to join its economic advisory team. The Agent-General is responsible for promoting business opportunities in the State of Victoria and applicants will require professional experience and initiative.

Position 1
ASSISTANT DIRECTOR, ECONOMIC DEVELOPMENT
Salary: £13,870 - £16,630

Duties
Subject to the Director, Economic and Tourist Development, the successful applicant will be required to promote and facilitate within the U.K. and Europe investment and economic development in the State of Victoria.

Applicants should possess:
Extensive experience in relevant U.K./Europe business or banking sectors; a sound knowledge of the Victorian financial and economic environment; promotional and liaison skills; an innovative approach and to have attained a suitable academic level.

Position 2
PROMOTION OFFICER, ECONOMIC DEVELOPMENT
Salary: £11,485 - £13,633

Duties
Reporting to the Assistant Director, Economic Development, to assist in promoting and facilitating within the UK and Europe investment and economic development in the State of Victoria.

Applicants should possess:
A thorough knowledge of the industrial and commercial infrastructure of rural and urban centres in the State of Victoria, and of Government support facilities for industrial development. The ability to liaise with senior management in banking and business and skills in communication are considered essential. To have attained a suitable academic level.

Applications to be lodged with the Office of the Agent-General (envelopes to be endorsed "Applications for Vacancy") by 4 pm on Friday 31st January 1986 addressed to:

Chief Administrative Officer
Victoria House
Melbourne Place
Strand
London WC2B 4LG

Chinese Collections

RESEARCH ASSISTANT

to assist in all aspects of these collections within the Department of Oriental Antiquities. This involves documenting the collections dealing with public enquiries, bibliography, helping with indexing the relevant library material and photographic archive; organising temporary exhibitions; assisting in the preparing of general, specialist and educational publications; and giving talks and public lectures.

Candidates must have (or expect to obtain in 1986) a degree in Chinese. They should preferably also have qualifications in, experience of, or interest in, the material culture of China.

Salary: as Curator Grade E £9815 - £12,630 or Curator Grade F £7665 - £10,280. Level of appointment and starting salary according to qualifications and experience.

For further details and an application form (to be returned by 6 February 1986) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JR, or Highpoint, Basingstoke (02561 468531) (answering service operates outside office hours). Please quote ref: G(6)382.

An equal opportunity employer

BRITISH MUSEUM

Economists CBI

The CBI seeks two bright enthusiastic young professional economists for challenging posts in the Economic Directorate.

The posts are in the Economic Trends Department which conducts the well-known monthly and quarterly surveys on industrial and distributive trends. The department is also responsible for the CBI's forecasts, for the analysis on economic development in the UK and abroad, and for producing a regular Economic Situation Report.

Post No. 1: **Senior Econometrician/Forecaster** to supervise econometric analysis and be responsible for preparation of CBI forecasts. The job involves development and updating of the CBI own model and technical facilities.

Post No. 2: **Junior Economist** to work as a member of a team in analysis and briefing of the UK, European and US economies. Numeracy and ability to write clearly and precisely as well as willingness to deal with new topics quickly and accurately are essential.

Both posts will involve briefing and reporting to top level CBI staff and leading businessmen.

Salaries subject to negotiation and dependent on qualifications and experience.

Applications should be sent with a full Curriculum Vitae to C. Faithy-Veal, Confederation of British Industry, Centre Point, 103 New Oxford Street, London WC1A 1DU.

LONDON HOSTELS ASSOCIATION LTD.

DEPUTY GENERAL MANAGER

Applications invited for new position in Association's Head Office. Deputy General Manager will be responsible for day to day Administration of 13 hostels with over 1,250 beds in London, for people in full time employment and students.

Salary, terms and conditions of employment to be negotiated on personal basis. Benefits include superannuation and Life Insurance Scheme.

Applicants should have sound administrative experience and an interest in the welfare of peoples. Age group 40 to 55 years.

Apply in writing for further information and application form to Mrs F. Hughes, LHA Ltd., Head Office, 54 Eccleston Square, London SW1V 1PG.

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● 20 Questionnaire Place, W1
● 01-925 3455 (24 hrs)

BOOKKEEPER/ACCOUNTANT

Fashionable French textile company in Sloane St requires a full time experienced bookkeeper/accountant up to trial balance. Salary according to qualifications and experience.

Write with cv and references to: Box 2239L The Times

RECRUITMENT CONSULTANTS

BIRMINGHAM, CENTRAL LONDON, GLASGOW AND WATFORD

Accountancy Personnel is the market leader in the specialist recruitment of Accountants and their staff at all levels in commerce, industry and public practice. Committed to sustained growth, we offer sound training leading rapidly into an exceptionally progressive career structure with all promotion from within, providing stimulating and rewarding responsibilities. To join one of our successful professional teams you should be 21-30, self motivated and well educated, ideally (but not essentially) with some accountancy knowledge.

Contact Richard Wallace on 01-834 0489. Accountancy Personnel, 7 Glen House, Stag Place, London, SW1E 5AD.

BUSINESS ANALYST

c.£18,000 pa + Benefits Including Car
Expected Age 28-35

Our client is one of foremost developing Financial Service Groups, marketing a wide range of products in both the corporate and private sectors of the market.

Expansion has been, and continues to be, dynamic, giving rise to a need for a Business Analyst to play a highly visible role in assuring the quality throughout of work.

You will preferably have a good degree, and be able to demonstrate a significant level of achievement in an appropriate service industry. You will be numerate and able to communicate at all levels. Most importantly, however, you will be an outgoing personality allied to a high work ethic which will enable you to succeed in this demanding environment, and develop your future career.

Applicants should write in the first instance with full CV to me, Robin Withbridge, Consultant to the Group. All enquiries will be handled in strict confidence and your name will not be released until you have been invited and agreed to go forward.

Business Development Consultants (International) Ltd
63 Mansell Street, London E1 6AN.



MOXON DOLPHIN KERBY

Director Operations and Per £22,000 per

Personnel Manager c.£18,500 Oxfordshire

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GENERAL APPOINTMENTS

SALES MANAGER UK & EUROPE

Trifid Software, wholly owned by The American Car Company, is growing—and fast. In 1984 we moved into Europe. In 1985, the USA 1986 already promises more massive development.

The successful product that has triggered this expansion is our state-of-the-art, fully-integrated total business package using the market leading PICK relational database.

NCVV—a further advance. Through forging strong links with IBM, we can offer the flexibility and power of PICK to IBM mainframe users in the UK and Europe.

In order to maximise the potential of this exciting system we require an outstanding individual to spearhead our sales operation.

The job calls for sales ability, a high degree of IBM familiarity, communications and management skills, plus considerable commercial acumen. The successful applicant will have spent at least five years in an IBM environment and of these, at least two in a customer related role. Perhaps selling software and systems specifically developed for the IBM marketplace, perhaps as a mainframe salesman.

On appointment, he or she will have to develop the sales network, relying on their shrewd business sense to identify, appoint and thereafter motivate distributors to sell PICK to IBM mainframe users. Although based at our Congleton head office, a pleasant location in rural Cheshire, the job will involve considerable travel throughout the UK and Europe.

OTE c.£37,000 — Cheshire based

We realise that skills of this high order cannot be bought cheaply. We are therefore offering a high basic salary and the incentive to realise first year on target earnings of around £37,000, together with a quality car and considerable fringe benefits including BUPA, and an excellent relocation package. We would emphasize that the opportunities for self development within this dynamic, growing company are considerable.

To apply, please write or telephone for an application form or alternatively, phone John Priestley, our Sales & Marketing Director to discuss the potential and technical aspects of this challenging job TODAY on Congleton (0260) 280601, Trifid Software Limited, Woodside Park, Chelford Road, Congleton, Cheshire, CW12 2LY.

TRIFID SOFTWARE

ROYAL OMAN POLICE MEDICAL SERVICES

SULTANATE OF OMAN

PAEDIATRICIAN OBSTETRICIAN/ GYNAECOLOGIST DENTAL SURGEON

Applications are invited for the above Consultant posts. Higher qualifications and experience in speciality essential.

Female Doctors preferred. Unique opportunity to work in a modern small hospital and to participate in educational training and preventative programmes throughout the Sultanate.

Ideal for established consultants either as two year secondment or longer period pre-retirement.

Dental facilities are excellent. The post will be suitable for a General Dental Surgeon with a minimum of three years dental experience.

Salary commensurate with experience. Attractive ambulance and excellent housing, travel and amenity benefits.

Interviews London, end of January 1986

Applications to Box No. JD 383

BUSINESS ANALYST

London c£25,000 + Car

An outstanding growth opportunity for a young high potential MBA/graduate possessing a sound commercial/financial background to join the European HQ of one of the world's leading financial organisations.

He or she will be looking for a high profile position in a dynamic environment where progress is closely linked to personal achievement.

The role's objective is to work on special projects advising senior managers on investment banking, securities trading, mergers/acquisitions and sales, etc. with involvement in operations, market development, systems, sales and finance.

FINANCE MANAGER

London c£17,000 + Car

Our client is also seeking an experienced qualified accountant to take responsibility for financial analysis, forecasting and accounts consolidation for all the business in E/ME/A.

He or she should be aged 29-33, have a record of achievement in an international environment and be systems experienced including use of IBM (PC) etc.

Both these positions carry non-contributive pension/BUPA, etc and applicants should write or call Judith Firth in absolute confidence at:-

THE **FIRTH CONSULTANCY** LTD

50 PALL MALL, LONDON SW1Y 5JQ. TELEPHONE: 01-930-5764

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Director of Operations and Personnel

c£22,000 plus car

Personnel Manager

c£18,500

Oxfordshire

Our client is the central research and development subsidiary of a large international organisation operating materials research laboratories in many parts of the world. Prominent promotion has created the need for these two appointments. The Organisation is situated in an attractive country town.

The Director of Operations and Personnel is part of the four person directorate of the company, the other three being essentially scientific programme orientated. He/she will carry responsibility for both site administration and personnel management. Applicants must have a sound personnel management background, ideally complemented by broad ranging administrative experience.

The Personnel Manager Reports to the Director of Operations and manages a full range of personnel services including recruitment of scientists, salary

administration, performance appraisal, training and development and legislative matters relating to employment. Applicants should have experience of most, if not all, of this range of functions.

Applicants for both posts should hold a graduate or professional qualification. To obtain comprehensive written background information about both appointments please telephone or send your cv to Peter Nielsen, Personnel Services International, 359-361 Easton Road, London NW1 3AW. Tel: 01-367 0667. Quoting ref: G467.

Grosvenor International EXECUTIVE SEARCH & SELECTION

Company Secretary

Diversified plc

London area c.£18,500 + car

This successful £60 million-turnover group manufactures and markets a variety of specialist products. With over 800 employees and some 20 subsidiaries located throughout the UK, the strengths of its balance sheet and management provide an excellent springboard for further growth. The need, now, is for an experienced Company Secretary who will report to the MD and carry out the full range of statutory and administrative duties associated with a group of this size. Supporting

the Board in the execution of its growth plans, whether by expansion or acquisition, will be a prime task. Candidates, aged 35 to 45, should be members of an appropriate professional body and must demonstrate a successful record of achievement in a similar role, ideally in a group operation. Salary is negotiable and a car will form part of an attractive benefits package.

PA

Please send brief cv, in confidence, to Peter Greenaway, Ref: AA51/8666/T.

PA Personnel Services

Executive Search - Selection - Psychometric - Remuneration & Personnel Consultancy

Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6080 Telex: 27874

GRADUATES

Making a crucial career decision in 1986?

If the concept of working in a dynamic advertising sales environment interests you, then our clients, a wide range of major publishing companies would be keen to meet you. They are currently looking to recruit graduates to train as sales executives. You will need inherent energy, drive and motivation and commitment as well as a degree in any subject. We offer excellent training and genuine career opportunities are available, plus first year potential earnings of £9,000.

Why not solve your career dilemma now by calling Sarah Connors or Ann Jones on 025 7282.

GRADUATE APPOINTMENTS 7 PRINCES STREET W1, 01-629 7282

HIGHLY PROFESSIONAL SALES

London & Home Counties

Genuine opportunity to earn well over £20,000 p.a. Many sales advisers suggest high earnings, but on hopelessly unrealistic expectations. This one is different.

The Accounting House is a well-established Company, based in Camberley, mainly engaged in setting up microcomputer based business accounts management systems. Most of our clients are small to medium sized companies, and usually first-time buyers. To facilitate this commercially, we offer our "Businessman" package - a total service to the client, right through to financing. To sell it we need capable, motivated, professional people with the maturity and integrity to deal directly with owners or senior managers of Client organisations. Experience of business and accounting is just as important as a reasonable understanding of computers. This is not merely a job.

Phone Mr A. Joyner on (0252) 877884 for an early interview appointment, or write with C.V. to The Accountants, House Limited, Valley Lodge, Reading Road, Reading, Berkshire, RG1 7AA. An Equal Opportunity Company.

NCH

Bedfordshire + Buckinghamshire

FULL-TIME FUNDRAISER

Have you:

- ★ Sales experience
- ★ Ability to manage people
- ★ A clean driving licence

If the answer to these questions is YES you could be the person for us. The National Children's Home needs you to work full-time raising funds & promoting a wide range of caring services. NCH is a Christian based organisation.

Please contact Chris Kitchin at NCH, Highfield Oval, Harpenden, Herts. Telephone: Harpenden (0527) 87785 for application form and job description.

GET INTO ADVERTISING

Expanding Marketing Company requires tele-sales staff for new West End offices. If you're ambitious enthusiastic, self-motivated and need to earn £250 per week plus...

Call us now on: 01-499 3622

Redundant - or just looking?

Our job search and career counselling services are individually tailored to meet the needs of senior executives (men and women) in mid-career, and get results - guaranteed. Phone -

London (01) 499 0321 Bristol (0272) 211987 Guildford (0483) 575080 Banbury (0295) 59685 Hong Kong (5) 212511

SAS Search and Assessment Services Ltd Head Office: 23 High St, Banbury OX16 8JG

THE VICTORIAN SOCIETY

wishes to appoint a new SECRETARY

This is the senior administrative post in the National Society concerned with the study and protection of Victorian and Edwardian architecture and other arts. Administrative experience and ability essential. Salary negotiable. For details contact: The Victorian Society 1 Priory Gardens, London W6 1TT. Tel: 01-894 1018

SALES AND MARKETING DIRECTOR SOUTH-EAST

Our client is a leading supplier of a wide range of equipment to the construction industry. The business is well established and has enjoyed consistent growth both in the UK and overseas.

The opportunity provided by new production technology, changing market and distribution conditions has led to the need for this appointment.

Key tasks will be:

- Reviewing the marketing of new and existing products. This includes defining and expanding areas of responsibility.
- Reviewing and re-developing the sales distribution network to meet changing market needs.
- Reviewing, co-ordinating and co-acting the sales structure in order to ensure maximum sales and profit.
- Developing key level contacts with major distributors and agents to help secure the existing business base and create potential for new sales.

We are looking for an aggressive professional sales manager with a proven track record in directing a national and export sales operation, including the use of progressive growth oriented standards and monitoring systems. He or she should have a level of understanding of marketing, sufficient to be able to define product ranges and direct the marketing support, without necessarily detailed expertise in this discipline.

Liberty group is 30-45. A track record of responsibility is essential. Successful candidates will receive a competitive salary package (including bonus and pension) in the region of £25,000 per annum plus expenses.

Please write in confidence with detailed CV, or telephone: Penny Freeman, SELECTION POINT, 11 Queen's Lane, London EC4A 3DF. Telephone 0854 29848.

Selection

Point

THE BIOCHEMICAL SOCIETY

The Society, whose object is to advance the science of biochemistry, has some 6,500 members in the UK and overseas. It holds regular scientific meetings in the UK, edits and publishes three scientific journals and operates a distribution service for its own publications and those of other similar bodies.

The Society has a vacancy at its London offices for an

Administrative Assistant

The Administrative Assistant will aid the chief executive in the day to day administration of the Society. Specific areas of responsibility will include membership of committees, personnel matters, office administration, company records, together with specific projects directed by the chief executive.

Some experience in committees/ association/society work would obviously be useful. However, more important is the ability to draft in clear concise English and other training, to work reliably with minimum supervision. Salary c. £10,000.

Further details may be obtained from: Mr Glyn D. Jones, Executive Secretary, The Biochemical Society, 7 Warwick Court, High Holborn, London WC1R 5DP. In whom applications giving full career details should be made by 31 January, 1986.

Young energetic person to work with me on our computerised stock control system and sales ledger.

Knowledge of WINE and computerised accounts an advantage but will be trained if necessary.

We offer an attractive package combining competitive salary, staff discounts, etc.

WINE? apply in writing with CV to:

Paul Orma-Smith, Berkman Wine Cellars Ltd, 12 Brewery Road, London N7 9NH for further details

Office Technology Recruitment BUSINESS DEVELOPMENT EXECUTIVE

A dynamic recruitment services organisation offers a unique opportunity to develop its share of the market for the placement of permanent and temporary staff within all office technology functions. Working through the branch network, the successful candidate's role will be to increase the existing market share. This will be achieved by stimulating demand from both employers and applicants, through the current successful team of consultants and managers and a small specialist team.

Such a position demands a clear understanding of office technology and the job market, plus a demonstrable ability to achieve results through others, ideally within an employment services company.

The salary package will reflect the importance of the position and it is unlikely that those earning under £15,000 pa will have the necessary experience. Replies to Box 1814, The Times should include a full CV, current earnings and a contact telephone number.

EXECUTIVE NEGOTIATOR

NATIONAL ASSOCIATION OF INDEPENDENT TRAVEL AGENTS

NAITA requires full-time executive to initiate discussions and negotiations with senior management of trade principals.

Experience in the travel industry an advantage. Salary circa £17,000.

Reply with c.v. to the Secretary, National Association of Independent Travel Agents, 1 Crown Road, Morden, Surrey, SM4 5DD.

GRADUATE TRAINEE

Sevenoaks based commodity merchants are looking for a graduate trainee early 20's. The training programme will expose the successful applicant to all aspects of the company's computerised buying, selling and stockholding operations. As a trader he or she will be involved in filling to wholesalers, supermarkets and food manufacturers and buying the products direct from the country of origin.

The successful person is likely to:

- (a) Be interested in selling and marketing.
- (b) Enjoy travelling in the UK and abroad.
- (c) Be ambitious for responsibility and success.

Please write with full CV to John Southworth, Agency H & T Walker Ltd, Walker House, London Rd, Riverhead, Sevenoaks, Kent TN13 2DN.

PROJECT OFFICER India/Pakistan/Bangladesh

CHRISTIAN AID seeks Project Officer to share responsibility with one other (already in post) for India, Pakistan and Bangladesh. Preference for men or women who have worked in one or more of these countries. Development knowledge, administrative ability and sympathy with Christian AID's aims essential. Though London-based the Project Officer will spend approximately nine weeks a year in the region. Salary currently £10,500 pa.

Apply in writing only, enclosing stamped, addressed envelope, for job description and application form from:

Personnel Officer, Christian Aid, PO Box No 1, London SW9 6BL. Closing date 10 February

GENERAL APPOINTMENTS

Trade 01-278 9161/5

FINANCIAL & ACCOUNTING APPOINTMENTS

Trade 01-278 9161/5

International Marketing or Marketing Research experience?

take a close look at what Wellcome has to offer...

The Wellcome Foundation is the parent of an international group of pharmaceutical companies with headquarters in the United Kingdom and a current annual turnover in excess of £1000m. We are preparing for a public flotation of the company later this year - it all adds up to a bright future.

Our New Products Division provides the vital commercial input and advice to our substantial R & D programme.

We are now looking to strengthen our Marketing operations and wish to recruit a Marketing Research Analyst and a Marketing Executive, both based at our main research site at Beckenham, Kent.

You will be joining a highly professional team concerned with the identification and assessment of the commercial viability of potential new products, and you will also be involved in the development of worldwide marketing strategies. You will have a well defined area of responsibility and will enjoy the benefit of working in a sophisticated and intellectually stimulating environment.

You should have relevant international marketing and/or marketing research experience preferably gained in a large R & D based organisation. A business studies qualification will be an advantage, and for the Marketing Research Analyst position, experience in computer modelling and quantitative methods is desirable.

Salary will be dependent upon experience and scales will be reviewed on 1st May, 1986. Excellent benefits include five weeks' holiday, pension scheme, subsidised restaurant and sports and social club facilities. Generous assistance with relocation expenses where appropriate.

Interested? If so, please write with full CV, to Audrey Bowker, Personnel Officer, The Wellcome Research Laboratories, Langley Court, Beckenham, Kent BR3 3BS.



Wellcome

Property and Construction Management Consultancy

Age 30 to 35

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Mr. R. Wright, Secretary, Burnley & Pendle Transport Company Limited, Town Hall, Burnley, Lancs. BB11 1JA

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Price Waterhouse



HORIZONS

A guide to career development

A closer look at VDUs

The visual display unit, or VDU, has become a common feature in the office. As the applications for their use expand, so do the number of people using them in the different work situations - in secretarial and administrative work, accountancy, printing and design, to more technical jobs in engineering and industrial and scientific research.

But the spread of VDUs has been matched by health fears associated with their use. The first scare started at the New York Times where two VDU operators, who had only recently started to operate them, developed cataracts. After examination, an ophthalmologist suggested that ultra-violet or infra-red radiation from the screens was the cause.

Measurement of these types of radiation has shown this was not the cause - there is more ultra-violet radiation reflected off the walls of a room lit by a strip light than emitted from a VDU screen. And if that room is centrally heated then the radiator emits more infra-red radiation than the screen.

It seems the fears were unfounded. Indeed, comparisons made by the Post Office and British Telecom, among others, have shown there are no differences between the

Erich Suter screens the facts on health and offers good advice to cope with problems

eyesight of VDU workers and those in other jobs.

All went quiet until 1980 when four employees who had worked for The Toronto Star produced children with birth defects. The blame was placed on X-ray emissions from VDUs. But science has proved that the amount of X-ray emitted from a screen is so small as not to be measurable for practical purposes.

And there, perhaps, the matter should have rested. But the case caught the imagination of the Press and much discussion was focussed on the use of VDUs.

Despite this, there has been no substantial or conclusive evidence of any danger to eyesight or pregnant women and their babies from the use of VDUs.

In October 1985, the VDU Workers' Rights Campaign was

launched to protect workers using VDUs. Among its demands for legislation to protect workers it required "compulsory shielding of all VDUs to eliminate electro-magnetic emissions". A school textbook on physics would immediately have explained to them that light itself is an electro-magnetic emission.

Its views on the harmful effects to pregnant women were put at a recent conference organized by Humane Technology, on the alleged health hazards of work at VDUs. A speaker for the campaign said its members told workers that there was "lots of evidence both ways".

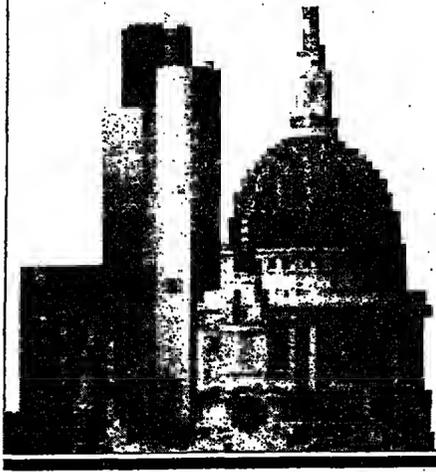
While it is virtually impossible to prove that there are no harmful effects, the weight of evidence is squarely against it. But there is evidence that worrying about such things, and the stress caused by this, has a harmful effect on pregnant women and can lead to miscarriage.

The best advice to those worried about any possible effects is to see an occupational physician, who will have up-to-date information. If your GP cannot help directly, he or she may be able to suggest someone who can.

The author is a leading labour law and industrial relations consultant.

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NEWSROUND

Working women need a break

By Michel Syrett Longer career breaks are still needed by most career women with families. Yet the recruitment of women after long career breaks by employers for whom they have not already worked is usually limited, except where their skills are in short supply. In addition, the provision of child care is not an employers' agenda in Britain. Almost without exception, this is assumed to be something female employees will sort out for themselves.

These are the main findings of a new report Women, Career Breaks and Re-entry, published last month by the Institute of Manpower Studies. Written by Wendy Hirst, Rosemary Hutt and John Atkinson, it stresses that there is a strong trade-off between the length of time a woman spends away from employment and the degree of employment flexibility available.

The more the job and home responsibilities can be dovetailed effectively, the less it is necessary for women to give up work altogether for several years.

Employers may not wish to

pressurise career women to remain in continuous employment if they desire several years' of full-time child care. But most employers still effectively force women out of their employment by offering hours and locations of work which cannot be combined with some time spent in the care of young children.

The report highlights the fact that lack of organized child care by employers plays a much more significant part in the loss of women from employment than they would like to believe. Professional and managerial women are at least able to afford child care, but many still have trouble finding satisfactory arrangements.

In most areas, the report says, state provision is negligible, and employers do not seem sympathetic to problems caused by arrangements which fail, or child sickness or school holidays.

Copies of the report, price £10, are available from the Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF. Brighton: (0273) 686751.

Manpower help for jobless executives

Executives who have been unemployed for a year or longer will be helped to make the transition back to work, or to further training or education, through Ways to Work, a one-year experimental project starting this month in Brixton, South London, writes Sally Wain.

It is designed to re-motivate participants, most of whom are expected to be over 45, by encouraging them to assess their careers, choices, needs and expectations and then use their skills and abilities in structured activities.

Ways to Work is the Manpower Services Commission's new, and little publicized, enhanced development plans for long-term unemployed, part of the Voluntary Projects Programme.

New Horizons factsheet: The Manpower Services Commission's (MSC) new adult training strategy is designed both to help individuals at all levels to acquire or update technical, managerial and job skills. Career Horizons has prepared a factsheet on MSC projects for employers, staff, self-employed, returners and unemployed. Send a large size to Career Horizons, Special Reports, The Times, 200 Gray's Inn Road, London WC1X 9EZ.

Hours and location are big obstacles

are big obstacles

Creative and Analytical?

Our client, one of the world's largest insurance brokers, has an international network with interests in over 40 countries, including the USA, the UK and Europe. It is committed to further improving the centralised services provided to operating units and seeks outstanding individuals to complement its audit team.

Audit Manager c£25,000+car

Reporting to the Director of Audit, UK/Europe, key responsibilities will include planning and managing audit involvement, systems development reviews and special investigations.

Candidates, perhaps aged around 30, will be qualified accountants, ACA or ACCA, with practical knowledge of the insurance industry gained in a large professional environment.

Both positions will involve significant exposure to senior management and strong inter-personal skills are vital. They will offer considerable opportunity for subsequent transfer to line roles. Although City based, there will be a certain amount of foreign travel.

Please reply to Martin Manning in strict confidence, enclosing full personal career details, quoting reference 1539/A for the Audit Manager position, or 1539/C for the Computer Audit position, on both envelope and letter.

Computer Audit From £20,000+car

This challenging role offers considerable autonomy for running computer audit, covering existing systems and major new developments, and interacting with key business areas.

Candidates, probably aged under 30, will be qualified accountants with at least 2 years computer audit experience, preferably gained in the financial services sector.

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Advertisement for Lansdowne Appointments Register. Title: A vital number for all young Accountants. Includes phone number 01-743 6321 and details of the register's services for accountants.

Advertisement for Charterhouse Appointments. Title: Stockbroking. Lists three positions: a) Investment Analyst, b) Institutional Broker, and c) Fund Manager, with salary details and application information.

Advertisement for Abbey National Building Society. Title: THE MODEL OPPORTUNITY IN STATISTICS PROGRAMMING. Details a position in London with a salary of £8,000, involving statistics and programming.

Advertisement for Cable and Wireless. Title: INTERNAL AUDITING ISN'T CONFINED TO AN OFFICE IN THE CITY. Details internal audit positions in London and offers relocation assistance.

Vertical text on the right edge of the page, including 'THE TIMES', 'MOTTO', 'WELLS', 'hospital is', 'died', 'deaths', 'than bar', 'goes', 'offer', 'values', 'date', 'value', 'Page 21', 'Page 14', 'Page 15', 'Page 16-17', 'Page 18', 'Page 19', 'Page 20', 'Page 21', 'Page 22', 'Page 23', 'Page 24', 'Page 25', 'Page 26', 'Page 27', 'Page 28', 'Page 29', 'Page 30', 'Page 31', 'Page 32', 'Page 33', 'Page 34', 'Page 35', 'Page 36', 'Page 37', 'Page 38', 'Page 39', 'Page 40', 'Page 41', 'Page 42', 'Page 43', 'Page 44', 'Page 45', 'Page 46', 'Page 47', 'Page 48', 'Page 49', 'Page 50', 'Page 51', 'Page 52', 'Page 53', 'Page 54', 'Page 55', 'Page 56', 'Page 57', 'Page 58', 'Page 59', 'Page 60', 'Page 61', 'Page 62', 'Page 63', 'Page 64', 'Page 65', 'Page 66', 'Page 67', 'Page 68', 'Page 69', 'Page 70', 'Page 71', 'Page 72', 'Page 73', 'Page 74', 'Page 75', 'Page 76', 'Page 77', 'Page 78', 'Page 79', 'Page 80', 'Page 81', 'Page 82', 'Page 83', 'Page 84', 'Page 85', 'Page 86', 'Page 87', 'Page 88', 'Page 89', 'Page 90', 'Page 91', 'Page 92', 'Page 93', 'Page 94', 'Page 95', 'Page 96', 'Page 97', 'Page 98', 'Page 99', 'Page 100'.